

# LOCAL GOVERNMENT SERVICE

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No. 18

JUNE, 1936

Vol. XVI



Mr. G. W. COSTER, M.B.E.

## THE PRESIDENT

### *Retirement from the Service: Address to the Annual Conference*

offices until April, 1930, when the boards of guardians were dissolved and their functions transferred to the county councils and the county borough councils by the Local Government Act, 1929.

Mr. Coster continued to hold the office of superintendent registrar until August, 1935, and that of clerk to the Assessment Committee until the end of March last.

#### Ungrudging and Invaluable Service

Over a long period of time, Mr. Coster has demonstrated the axiom that the most energetic and successful voluntary workers often belong to that class of persons whose official duties and responsibilities are so heavy that one wonders how they manage to find time for anything outside the official task. Besides carrying out the duties of the important posts already mentioned, he has for thirty-five years given ungrudging and invaluable service to his fellow officers. Nothing has ever been too much for him to do in the interests of his colleagues, and his capacity for work on their behalf has been amazing.

Mr. Coster became a member of the council of the National Poor Law Officers' Association in 1901, and, after being vice-president for three years, succeeded to the office of president in 1911. On the amalgamation of that Association and its activities with N.A.L.G.O. in 1930, he became a member of the National Executive Council. In 1933, he was elected a vice-president of N.A.L.G.O., and last year had conferred upon him the highest honour that local government officers can pay to a fellow officer, the presidency of N.A.L.G.O.

In many other offices has Mr. Coster done important work for local government officers and local government itself, for he has held office as vice-president of the Association of Poor Law Unions, as trustee of the Poor Law

Officers' Approved Society, and as president of the Local Government Clerks' Association; and he is a vice-president of the Nalگو Approved Society, and vice-chairman of Logomia.

It will be a great wrench for Mr. Coster to sever his active connection with local government administration. He will, however, take with him the gratitude and good wishes of the local government service for whom he has done so much, and its hope that he will live long in good health to enjoy a very happy period of retirement.

#### PRESIDENT'S ADDRESS

The President delivered the following address at the opening session of the Annual Conference on May 30, 1936:

At our last conference we sent a telegram to H.M. King George with loyal greetings upon the celebration of his Majesty's Silver Jubilee.

Later on it was my mournful duty to send, on your behalf, to H.M. the Queen the Association's humble sympathy with her on the death of the King.

Now it is my privilege to suggest that we send a message of allegiance and affection to H.M. King Edward VIII.

If you approve, I propose to send at once the following message:

"The National Association of Local Government Officers, representing 87,000 local government officers, assembled in conference at Aberdeen, desire to tender their loyalty to your Majesty and to the cause of that better civic life for the people of this nation which your Majesty has so often encouraged."

This is the thirtieth annual meeting of this Association. I believe there are delegates here to-day who were at the first annual meeting in 1906, or at the early meetings. They are able from personal knowledge to measure the phenomenal

On March 31, 1936, there came to an end a long and very distinguished career in the local government service, for on that date, Mr. W. Coster resigned his office of clerk to the West Derby Assessment Committee, after having been a local government officer for nearly 52 years. That career commenced with his appointment as an assistant clerk in the Mersey Union offices in the year 1884. After holding appointments at Wells, Wethering, and Prescott, Mr. Coster became clerk to the Guardians of the Mersey Union in 1902. Nine years later, he became the clerk to a very large and important poor law authority, namely, the Select Vestry of the Parish of Liverpool. By the Liverpool Corporation Act, 1921, both the Select Vestry and the Toxteth Board of Guardians were dissolved, and the Parish of Liverpool and the township of Toxteth were added to the West Derby Union, thus forming the largest poor law union in the country. Shortly after this amalgamation took place, Mr. Coster became clerk to the Guardians and Assessment Committee of the enlarged union, and superintendent registrar for the West Derby district, and he held the first of those three



growth and development of the power and prestige of our Association; others realise it by perusing documents.

The report presented to you by the National Executive Council on the year's work takes precedence as regards membership and advancement in many of the major objectives of the Association. I commend to you the careful reading of that production. I think every member will then share with me justifiable pride at the standing reached.

The good fortune falls to me to announce that we have at last, with the help of other interested organisations, been able to secure a definite promise that within the next year or so the Government will introduce a Bill which will complete the work of the Association on superannuation and extend to all our colleagues in the service benefits approximating to those of the Local Government and Other Officers' Superannuation Act of 1922. I am told it was the urge to secure superannuation for local government officers which had a lot to do with bringing N.A.L.G.O. into existence—I am happy to feel that during my year of office as president substantial progress has been made towards the attainment of this equitable provision. This subject will be dealt with in greater detail at a later stage of our proceedings.

The agenda contains many items calculated to give scope for those whose enthusiasm and debating qualities are known and respected. I am not going to anticipate the discussion, but I should like to draw your attention to one or two outstanding events referred to therein.

I shared with my predecessor, Dr. Wotherspoon, presidential office during a very important period, viz. the Jubilee Year of the reign of H.M. King George V and Queen Mary and the centenary year of local government. The celebration of the centenary of local government made a heavy strain on this Association. The indispensable work of local government and some idea of its value as a national institution controlling the welfare of this country was brought to a point of recognition which has never before been reached.

What this Association did under the heading of a preparatory programme extending over three years and during the centenary celebration is remarkable testimony to the broad vision and resourcefulness of our organisation, and it is not saying too much to express the belief that what we did was largely instrumental in stimulating others and in bringing about the recognition referred to.

Ideal local government—the attainment of proper service conditions and the enhancement of our status—can be made possible if individuals, public bodies, and communities regard local government, every day, at its proper value. In that sense we believe we have made a very substantial contribution to the uplift of local government.

An Association such as ours wishing to progress cannot hope for success without a public relations policy. This should be well conceived, carefully disclosed, and consistently advocated.

The success of public administration to-day depends upon sound leadership. Ideas change rapidly. We have no desire to be drawn into any conflict of opinion on what is the best form of government or administration. It is our intention to help

to maintain the best traditions of the public services for which Great Britain has built up a world-wide reputation; that is, to give of our best to whatever party happens to be in control for the time being. The system is secondary to the cause. We have faced important changes since the War, and we may have to face still more important changes. If we are to continue to be helpful and maintain the confidence of those in authority and the public, we must by intelligence, ability, and integrity be equal to the demand.

The agenda contains notices of motion which some might regard as the concern of the employing authorities rather than that of the officials.

I mention two:

Distressed Areas;

Evening Meetings.

Under the heading of distress, if we are the beneficial organisation we claim to be, it is impossible not to be apprehensive at the continued state of affairs in many parts of the country, and not to be anxious to render assistance for amelioration if it lies in our power.

The greater the demand for public assistance, the larger should be the staff employed to cope adequately with it.

The aspect of temporary employment for some is eclipsed by the disastrous effect extended destitution has upon the morale of the neighbourhood. Local government officers, with the public generally, share the effect of the blight which seems to fall through absence of employment—progress is retarded, ideas do not mature, and everything gets a setback.

That which has baffled so many and for so long is not easy of solution. A discussion on policy would be fraught with political features which our constitution would not allow us to engage in, but representation already made and being made by public bodies to H.M. Government to find some means of helping the finances of the areas so sorely handicapped has no political significance, and I commend to your consideration the propriety of expressing our sympathy with those in distressed areas and our sincere hope for an early mitigation of the unfortunate conditions. Further, to place at the disposal of the Government any assistance we are able to render in devising means for the elucidation of the problem.

Under the second heading—whether local authorities should meet in the morning, afternoon, or evening—is, of course, a matter for each authority to determine, but if meetings are held after office hours, and at times usually available for acquisition of knowledge to assist advancement, and if persons engaged in the local government service are deprived of making use of facilities provided—probably by the authority they serve—it would seem reasonable that some recompense should be made.

As regards our domestic policy, we are submitting to you to-day a scheme for the improvement of service conditions and the further development and progress towards the attainment of the principle of Whitleyism, to which the Association has pledged itself.

If there is a note of disappointment at all, it can be sounded in connection with the slow movement towards implementing the recommendations of the "Hadow" Committee; but in this connection we have

to realise that we are only a partner in trying to bring about and carry into effect an amendment of the system of recruitment, training, and promotion of local government officers. We are prepared to co-operate with the local authorities' association and the Minister in facing the scientific development of the local government administrative machine, and will welcome an invitation to help.

The education programme of the association has been extended during the year. More universities are prepared to teach the science and technique of public administration. Summer schools have developed into three—the addition being Aberystwyth. Schools will be held this year at Cambridge, St. Andrews, and Aberystwyth. These gatherings provide that cultural background which is so essential to students of public administration of all types, as well as facilities for making comparative study of systems in other countries.

In 1930, following the abolition of boards of guardians and the transfer of poor law officers to county and county borough councils, the amalgamation of the National Poor Law Officers' Association Incorporated with N.A.L.G.O. took place, and conference set up a Poor Law Transferred Officers Committee especially to deal with matters related to the interests of transferred officers. The committee has done good work. For the reasons given by the signatories to the letter appearing on pages 14 and 15 of the report, the need for the committee has gone. It is accordingly proposed to disband it, and a resolution of appreciation of the labours of such committee will be submitted for your acceptance during conference.

Work in the legal and parliamentary department increases in volume and moment. The advice available upon all occasions and upon all service subjects constitutes a very valuable "inquire within," which is taken full advantage of. Counsel given by the honorary solicitors is an appreciated supplement to the skill of the legal staff.

The numerous ancillary activities continue to exhibit virility and remarkable support. Progress is written all along the line.

The statements dealing with the finances of the Association make attractive reading, and will allow the senior vice-president and hon. treasurer another opportunity of assuring you that all is well.

The Association is very much indebted to Mr. Lloyd for his sustained interest in its finances. Thanks such as we give him annually seem to me to be inadequate to convey our gratitude.

The work of the Benevolent and Orphan Fund appears to have reached a period of stabilisation; but that does not mean that we can afford to treat the claims made on the fund with complacency. The merit of assistance from the fund lies in the speed with which it is rendered, and this can only be done if every member of the Association plays his part. We are still a long way from a hundred per cent membership, and if there be one objective which the branches should strive to achieve during the coming year it is that each member should be persuaded to become a subscriber. The work of the fund is a noble work.

The work of the Association should be  
(Continued on page 534.)



The

Choice of a House: No. 2

By a Housing Architect

OPINIONS clash on the question of modernism in design, the younger people being generally in favour of the white, flat-cut, flat-roofed villas now in vogue, while the older folk regard these with distrust, and prefer something on more traditional lines.

Without going into the arguments on either side, it may be said that, from a common-sense point of view, extremes are best avoided.

Certain modern features, however, have really come to stay. These include increased window space, due to the adaptability of the steel casement—which can, if need be, be run round corners, if need be, in order to catch the sun's rays from any angle.

The majority of houses within the limits of a modest outlay are semi-detached; and the planning of such has become largely standardised in response to the requirements of the average family.

Using the method already advised, the notebook should again be brought into service, and marks awarded for the following items.

**Materials.**—There is now no excuse for the use of foreign bricks or tiles, and it could be made certain that those in use are of British manufacture. Tiles may be of clay or its modern substitute, concrete; but fancy shapes and colours are inadvisable owing to the difficulty of replacement when minor repairs are needed. Good tiles make the best roof-covering, but a roof of favour for their somewhat cheery appearance.

A boarded roof is a valuable asset, but marks need be given for sheet-felt used as a substitute, as this soon sags and comes useless.

**Construction.**—Cavity walls must be put in at an early stage if their value is to be ascertained, as they give no special protection against the weather unless carefully kept free from mortar droppings as the work proceeds; and very careful construction is needed at door and window openings, particularly over bays.

Stucco, or cement rendering, often gives a multitude of sins, but is popular because of its clean, bright appearance when new. Some older property by the time the builder should if possible be seen, and the rendering looks reasonably free from cracks, peeling surfaces, and discoloured patches, his more recent work may be depended upon.

Every building settles during the first year or two of its life, but well-built work settles evenly, and structural cracks rarely appear. The importance of external cracks at window heads and sills must be judged by their extent, and if considerable, it will be wiser to purchase elsewhere.

Shrinkage cracks are of a different nature, and are to some extent unavoidable; but here again, in conscientious, unvarnished work they will be reduced to a minimum.

In cases of uncertainty, the opinion of a surveyor, or even of a knowledgeable friend, should be sought, before committing one's self to a contract to purchase.

# Nalگو Building Society

Success of New Service

THE new service which the Nalگو Building Society inaugurated last month (for details see page 503 of the May issue of LOCAL GOVERNMENT SERVICE) has already met with considerable attention. Briefly, the scheme is as follows:

- (a) The columns of this journal will be placed at the disposal of any member who desires to sell (or let) a house mortgaged to the society, and an advertisement will be inserted free of charge. The name of the member and the address of the property can be inserted, or replies can be addressed to headquarters by means of a Box number. All advertisements must be received by the 15th of each month.
- (b) From the purchaser's standpoint, he will be purchasing a house which has been passed by the society's surveyor, and, except in special circumstances, no survey fee will be payable for another inspection. He will also be fortified with the knowledge that he is purchasing a house, the title of which has been fully investigated and approved by the society's solicitor. As a further inducement, and provided the purchaser, who must be a member or the wife of a member of N.A.L.G.O., desires to continue the mortgage with the society, and the society's solicitor acts throughout the transaction, the society will be prepared to make a contribution towards the purchaser's legal expenses.

The following advertisements have been submitted for insertion this month:

**DARTFORD (Kent).**—Semi-detached Freehold Residence in nice surroundings, close to main road; 3 bedrooms, 2 reception, kitchen, bath, etc. Built 1933. No road charges. Immediate possession. Price £500. Apply Box No. HPB2, c/o 24, Abingdon Street, Westminster, S.W.1.

NOTE.—The Nalگو Building Society will advance up to £500, or lower purchase price, as agreed, repayable over 20 years. Mortgage repayment and rates approx. 19/- per week.

**EWELL (Surrey).**—Detached Brick-built Bungalow in Manor Drive. Pleasantly situated in good residential area. Plot 34 ft. by 200 ft.; 3 rooms, kitchen, bathroom, etc. Garage. Built 1932. No road charges. Price £725 or near offer. Immediate possession. View by appointment.—Apply Box HPB3, c/o 24, Abingdon Street, Westminster, S.W.1.

NOTE.—The Nalگو Building Society will advance up to £725 or lower purchase price, as agreed, repayable over 20 years. Mortgage repayment and rates approx. 26/- per week.

**BEXLEYHEATH (Kent).**—3 mins. station; 25 minutes Town. Semi-detached freehold Bungalow. 2 bedrooms, 2 reception rooms, large kitchen, bath, separate W.C. Plot 38 ft. by 110 ft. Room for Garage. Price £595. View by appointment after June 7th, at 28, Veroan Road, Bexleyheath.

NOTE.—The Nalگو Building Society will advance up to £595, or lower purchase price,

as agreed, repayable over 20 years. Mortgage repayment and rates approx. 21/4 per week.

**MANOR PARK (Essex).**—Well-built freehold terrace house in pleasant road. Excellent state of repair. 3 bedrooms, 2 reception rooms, kitchen, bath, cellar, etc. Price £725. No road charges.—Apply Box HPB3, c/o 24, Abingdon Street, Westminster, S.W.1.

NOTE.—The Nalگو Building Society will advance up to £725, or lower purchase price, as agreed, repayable over 20 years. Mortgage repayment and rates approx. 29/6 per week.

**STOCKPORT (Lancs.).**—Detached house and Garage. 3 bedrooms, 2 reception rooms, kitchen, bath, separate W.C. Built 1934. No road charges. Plot 83 ft. by 85 ft. Price £500 freehold or will let at 25/- per week inclusive.—Apply 22, Russell Avenue, High Lane, Near Stockport.

NOTE.—The Nalگو Building Society will advance up to £500, or lower purchase price, as agreed, repayable over 20 years. Mortgage repayment, rates, and chief rent, approx. 21/6 per week.

**EWELL (Surrey).**—Semi-detached Freehold Corner House with nice garden, pleasantly situated in good residential area. 6 mins. station. Frequent train service to London. 5 large airy rooms, kitchen, bath, etc. Loggia. Detached brick-built garage. Plot 31 ft. by 210 ft. No road charges. Price £850. View by appointment, at 28, Park Avenue West, Ewell.

NOTE.—The Nalگو Building Society will advance up to £850, or lower purchase price, as agreed, repayable over 20 years. Mortgage repayment and rates approx. 31/6 per week.

**NORTH FAMBRIDGE (Essex).**—Just completed and ready for immediate occupation. Freehold detached brick-built semi-bungalow. 3 bedrooms, lounge, kitchen, etc. Plot 120 ft. by 300 ft., well stocked with fruit trees, etc. Near Station and River Crouch. Good centre for yachting and weekends. Price £525 or offer.—Apply Yeates, Post Office, North Fambridge, Essex.

NOTE.—The Nalگو Building Society will advance up to £525, or lower purchase price, as agreed, repayable over 20 years. Mortgage repayment and rates approx. 17/6 per week.

**EWELL (Surrey).**—Detached brick-built Bungalow. Pleasant residential area. Plot 33 ft. by 150 ft. 2 bedrooms, 2 reception, lounge hall, kitchen, bath, etc. Built 1934. No road charges. Price £800 Freehold. View by appointment at "Merton Bar," Tealing Drive, Kingston Road, Ewell.

NOTE.—The Nalگو Building Society will advance up to £800, or lower purchase price, as agreed, repayable over 20 years. Mortgage repayment and rates approx. 28/- per week.

**BUSH HILL PARK (N.21).**—Semi-detached freehold house in The Orchard. A good residential area. 4 bedrooms, 2 reception, kitchen, bath, etc. Plot 26 ft. by 211 ft. Nice garden. Detached garage at rear. No road charges. Price £950 for quick sale.—Apply Box HPB4, 24, Abingdon Street, Westminster, S.W.1.

NOTE.—The Nalگو Building Society will advance up to £950, or lower purchase price, as agreed, repayable over 20 years. Mortgage repayment and rates approx. £2 per week.



## NATIONAL EXECUTIVE COUNCIL RESULT OF THE POLL

| Name   | Official Position  | Class of Authority | Votes Received | Name  | Official Position   | Class of Authority | Votes Received |
|--|--|--------------------|----------------|---|---|--------------------|----------------|
| <b>ELECTED. METROPOLITAN DISTRICT No. 1.</b>         |  |                    |                | <b>UNSUCCESSFUL.</b>  |   |                    |                |
| 1. Baker, J. T.                                      | Rate Collector, Lambeth M.B.                                       | M.B.               | 5959           | 6. Clark, J. H.   | 2nd Assistant (Rates Section), City Treasurer's Dept., Wakefield C.B.                                     | C.B.               | 3086           |
| 2. Garrard, A. A.                                    | Assistant Secretary to Education Committee, East Ham C.B.          | C.B.               | 5101           | 7. Laughton, W. E.  | Local Taxation Officer, Rotherham C.B.  | C.B.               | 2382           |
| 3. Pitches, A.                                       | Chief Clerk, Electricity Collection, Croydon C.B.                  | C.B.               | 4516           | 8. Hanson, E.   | Chief Clerk, Borough Engineer's Dept., Keighley B.  | B.                 | 2094           |
| 4. Whitney, E. G.                                    | First Class Clerk, Port of London Authority                        | P.L.A.             | 3094           | 9. Thomas, J. L.  | P.A. Institution Master, Doncaster C.B.   | C.B.               | 1572           |
| 5. Worden, L.  | Town Clerk, Hendon B.  | B.                 | 2826           | 10. Shelton, A.   | Rating Officer, Conisborough U.D.C.   | U.D.C.             | 1129           |
| 6. Cox, F. E.  | Assistant Chief Relieving Officer, London County Council           | C.C.               | 2782           | <b>ELECTED. EAST MIDLAND DISTRICT No. 5.</b>  |   |                    |                |
| <b>UNSUCCESSFUL.</b>                                 |  |                    |                | 1. Day, A. B.   | Surveyor, Nottingham C.B.   | C.B.               | 3113           |
| 7. Young, E. A. S.                                   | Assistant Chief Clerk, Education Committee, Willesden B.           | B.                 | 2602           | 2. Chaston, J.  | Clerk to the Council, Kettering U.D.C.  | U.D.C.             | 3106           |
| 8. Dunning, T. F.                                    | Chief Clerk, Public Health Dept., Paddington M.B.                  | M.B.               | 2368           | 3. Rumsey, L. E.  | Clerk of the County Council and Clerk of the Peace, Leicestershire C.C.                                   | C.C.               | 2707           |
| 9. McDougall, D.                                     | Borough Librarian, West Ham C.B.                                   | C.B.               | 2198           | <b>UNSUCCESSFUL.</b>  |   |                    |                |
| 10. Barton, F. D.                                    | Borough Engineer & Surveyor, Hammersmith M.B.                      | M.B.               | 2155           | 4. Clist, J. J.   | Chief Rating Assistant, Leicester C.B.  | C.B.               | 1768           |
| 11. Foulger, F. W.                                   | Chief Clerk, Public Health Dept., Greenwich M.B.                   | M.B.               | 1890           | 5. Colam, G. T.   | Local Taxation Officer, Holland C.C.  | C.C.               | 469            |
| 12. Powning, C. F. M.                                | Deputy Borough Treasurer, Hampstead B.                             | M.B.               | 1753           | <b>ELECTED. WEST MIDLAND DISTRICT No. 6.</b>  |   |                    |                |
| 13. Wright, C. Kent                                  | Town Clerk & Solicitor, Stoke Newington M.B.                       | M.B.               | 1571           | 1. Harrod, F. H.  | Director of Education, Coventry C.B.  | C.B.               | 3014           |
| 14. Walpole, L. S. P.                                | Assistant Borough Treasurer, Bethnal Green M.B.                    | M.B.               | 1524           | 2. Stone, G. A.   | Controller & License Officer, Worcester-shire C.C.  | C.C.               | 2481           |
| 15. Virgo, C. W.                                     | Assistant Book-keeper, Borough Treasurer's Dept., Bermondsey M.B.  | M.B.               | 1502           | 3. Taylor, H.   | Deputy Town Clerk, Stoke-on-Trent C.B.  | C.B.               | 1310           |
| 16. Brown, R. D.                                     | Chief Clerk, Borough Engineer & Surveyor's Dept., Barking B.       | B.                 | 1449           | <b>UNSUCCESSFUL.</b>  |   |                    |                |
| 17. Hughes, S. A.                                    | Principal Clerk, Lewisham M.B.                                     | M.B.               | 1267           | 4. Moore, V. J.   | Director of Education, Walsall C.B.   | C.B.               | 1281           |
| 18. Ritherdon, P.                                    | Assistant Town Clerk, Leyton B.                                    | B.                 | 1253           | 5. Jones, H. R.   | Accountancy Assistant, Borough Treasurer's Dept., Wolverhampton C.B.                                      | C.B.               | 1059           |
| 19. May, H.  | Deputy Clerk, Merton & Morden U.D.C.                               | U.D.C.             | 1183           | 6. Owen, G. A.  | Chief Inspector of Weights and Measures and Local Taxation Officer, Smethwick C.B.                        | C.B.               | 908            |
| 20. Smith, E. W.                                     | Clerk, Town Clerk's Dept., Woolwich M.B.                           | M.B.               | 1151           | 7. Sexton, H. W.  | Assistant Education Officer, Oldbury U.D.C.   | U.D.C.             | 645            |
| 21. Longley, W. T.                                   | Committee Clerk, Surrey C.C.                                       | C.C.               | 1137           | <b>ELECTED. EASTERN DISTRICT No. 7.</b>   |   |                    |                |
| 22. Helliwell, F.                                    | Chief Librarian, Southwark M.B.                                    | M.B.               | 1107           | 1. Bacon, E. F.   | Superintendent, Attendance and Juvenile Welfare Dept., Education Committee, Norfolk C.C.                  | C.C.               | 1508           |
| 23. Paterson, H. D.                                  | Principal Assistant, Middlesex C.C.                                | C.C.               | 1032           | 2. Ogden, A. D.   | Chief Sanitary Inspector, Chelmsford R.D.C.   | R.D.C.             | 1367           |
| 24. Tattersall, L.                                   | Rating & Valuation Officer, Acton B.                               | B.                 | 1018           | <b>UNSUCCESSFUL.</b>  |   |                    |                |
| 25. Grabbam, S. A.                                   | Food Inspector, Poplar M.B.  | M.B.               | 975            | 3. Greenhalgh, L. W.  | Chief Public Assistance Officer, Superintendent Registrar and Clerk to Assessment Committee, Ipswich C.B. | C.B.               | 750            |
| 26. Longman, S. J.                                   | Superintendent, Attendant & Bye-laws Dept., Walthamstow B.         | B.                 | 975            | 4. Lolley, C. F.  | Chief Local Taxation Officer, Bedfordshire C.C.   | C.C.               | 657            |
| 27. Thomson, J. B.                                   | Engineer & Surveyor, Southall, Northwood U.D.C.                    | U.D.C.             | 908            | 5. Thorne, R. P.  | Deputy County Accountant, Cambridgeshire C.C.   | C.C.               | 563            |
| 28. Robinson, G. W.                                  | Senior Rating Assistant, Sutton & Cheam B.                         | B.                 | 882            | 6. Warren, C. E.  | Chief Clerk, Borough Engineer's Dept., Southend-on-Sea C.B.   | C.B.               | 518            |
| 29. Jones, W. H.                                     | Assistant to Town Clerk, Twickenham B.                             | B.                 | 844            | 7. Spencer, W.  | Chief Clerk, Surveyor's Dept., West Suffolk C.C.  | C.C.               | 312            |
| 30. Brown, S. J.                                     | Chief Clerk, Engineer's Dept., Bromley B.                          | B.                 | 802            | 8. Mellior, D. A.   | Rating and Valuation Officer, Benfleet U.D.C.   | U.D.C.             | 199            |
| 31. Booth, A. J.                                     | Clerk, Battersea M.B.  | M.B.               | 794            | <b>ELECTED. SOUTH EASTERN DISTRICT No. 8.</b>   |   |                    |                |
| 32. Squires, A. W.                                   | Senior First Class Clerk, Treasurer's Dept., Wandsworth M.B.       | M.B.               | 787            | 1. Baker, W. A. N.  | Chief Sanitary Inspector, Maidstone B.  | B.                 | 1765           |
| 33. Bentley, W.                                      | Deputy Borough Treasurer, Shore-ditch M.B.                         | M.B.               | 679            | 2. Altoun, H. J.  | Rating Officer, Hastings C.B.   | C.B.               | 1181           |
| <b>NORTH WESTERN AND NORTH WALES DISTRICT No. 2.</b> |  |                    |                | <b>UNSUCCESSFUL.</b>  |   |                    |                |
| <b>ELECTED.</b>                                      |  |                    |                | 3. Field, E. L.   | Committee Clerk, East Sussex C.C.   | C.C.               | 854            |
| 1. Whinnerah, W. H.                                  | Secretary, Highways Dept., Manchester C.B.                         | C.B.               | 12004          | 4. Stillman, C. G.  | County Architect, West Sussex C.C.  | C.C.               | 691            |
| 2. Willett, F. J.                                    | Chief Clerk, Higher Education Dept., Salford C.B.                  | C.B.               | 11724          | 5. Herbert, F. G.   | Cemetery Superintendent and Registrar, Brighton C.B.  | C.B.               | 610            |
| 3. Freeman, T.                                       | Chief Accountant, Treasurer's Dept., Manchester C.B.               | C.B.               | 10686          | 6. Jump, Miss F. M.   | School Nurse, Education Committee, Rochester B.   | B.                 | 539            |
| 4. Wilkinson, J. W.                                  | Deputy Town Clerk, Southport C.B.                                  | C.B.               | 10459          | <b>ELECTED. SOUTHERN DISTRICT No. 9.</b>  |   |                    |                |
| 5. Riley, E. L.                                      | Superintendent of Lettings, Housing Dept., Liverpool C.B.          | C.B.               | 9587           | 1. Griffiths, D. L.   | Town Clerk, Aldershot B.  | B.                 | 2017           |
| 6. Singleton, J. W.                                  | Borough Librarian, Accrington B.                                   | B.                 | 8201           | 2. Merriman, F. V.  | Chief Education Officer, Reading C.B.   | C.B.               | 1741           |
| 7. Warren, J. H.                                     | Clerk of the Newton-in-Makerfield U.D.C.                           | U.D.C.             | 6756           | <b>UNSUCCESSFUL.</b>  |   |                    |                |
| 8. Robinson, C. S.                                   | Town Clerk, Blackburn C.B.   | C.B.               | 5550           | 3. Cuthbertson, F. W.   | Clerk to the Council, Eastleigh U.D.C.  | U.D.C.             | 696            |
| <b>UNSUCCESSFUL.</b>                                 |  |                    |                | <b>ELECTED. SOUTH WESTERN DISTRICT No. 10.</b>  |   |                    |                |
| 9. Carter, G.  | Chief Committee Clerk, Stockport C.B.                              | C.B.               | 5327           | 1. Newman, C. J.  | Town Clerk, Exeter C.B.   | C.B.               | 2365           |
| 10. Clark, A.  | Chief Clerk, Borough Engineer & Surveyor's Dept., Bolton C.B.      | C.B.               | 3887           | 2. Stead, E. J.   | County Surveyor, Somerset C.C.  | C.C.               | 1811           |
| 11. Sharpe, F.                                       | Deputy Chief Clerk, Electricity Dept., Oldham C.B.                 | C.B.               | 3577           | <b>UNSUCCESSFUL.</b>  |   |                    |                |
| 12. Suthren, T. D.                                   | Chief Clerk, Town Clerk's Dept., Wallasey C.B.                     | C.B.               | 3397           | 3. Cole, P. H.  | Committee Clerk, Plymouth C.B.  | C.B.               | 837            |
| 13. Sweet, C. C.                                     | Chief Financial Officer, Bucklow R.D.C.                            | R.D.C.             | 3158           | 4. Stratford, S.  | Receiver of Rates and Dues, Port of Bristol Authority   | C.B.               | 735            |
| 14. Wilson, N.                                       | Clerk, Medical Officer's Dept., Birkenhead C.B.                    | C.B.               | 3109           | 5. Shears, R. T.  | Senior Officer, Clerk to the Council's Dept., Devon C.C.  | C.C.               | 714            |
| 15. Mills, A. B.                                     | Director of Education, Swinton and Pendlebury U.D.C.               | U.D.C.             | 2908           | <b>SOUTH WALES AND MONMOUTHSHIRE DISTRICT No. 11.</b>   |   |                    |                |
| 16. Firth, C.  | General Superintendent, Transport Dept., Blackpool C.B.            | C.B.               | 2872           | <b>ELECTED.</b>   |   |                    |                |
| 17. Lonie, H. A.                                     | Secretary for Education, St. Helens C.B.                           | C.B.               | 2749           | 1. Llewellyn, G.  | Chief Clerk, County Accountant's Dept., Monmouthshire C.C.  | C.C.               | 2693           |
| 18. Capper, F. E.                                    | Clerk of the Council, Hazel Grove and Bramhall U.D.C.              | U.D.C.             | 2608           | 2. Gould, A. J.   | Clerk of the Rhondda & Pontypridd Guardians Committee, Glamorgan C.C.                                     | C.C.               | 2481           |
| 19. Beaumont, P.                                     | Borough Treasurer, Stalybridge B.                                  | B.                 | 2532           | <b>UNSUCCESSFUL.</b>  |   |                    |                |
| 20. Simpson, B. Z.                                   | County Accountant, Westmorland C.C.                                | C.C.               | 1612           | 3. Clayton, J. W.   | Clerk, Collector's Dept., Pontypridd U.D.C.   | U.D.C.             | 736            |
| 21. Jones, J. D.                                     | Chief Ledger Clerk, Rhyl U.D.C.                                    | U.D.C.             | 1491           | 4. Morgan, E.   | Deputy Accountant, Ebbw Vale U.D.C.   | U.D.C.             | 376            |
| 22. Lowe, J. G.                                      | Public Assistance Officer, Denbighshire C.C.                       | C.C.               | 1045           | <b>SCOTTISH DISTRICT—GLASGOW AREA No. 12 (1)</b>  |   |                    |                |
| 23. Griffith, R. T.                                  | Clerk to the Gwyrfai R.D.C.  | R.D.C.             | 761            | Archibald, A. G. M.   | Chemist, Chemist's Dept., Glasgow B.  | Burgh              | Ret. Un.       |
| <b>ELECTED. NORTH EASTERN DISTRICT No. 3.</b>        |  |                    |                | <b>SCOTTISH DISTRICT—EAST AND NORTH AREA No. 12 (2).</b>  |   |                    |                |
| 1. Grainger, V.                                      | Senior Grade Clerk, City Treasurer's Dept., Newcastle-on-Tyne C.B. | C.B.               | 3340           | Wilson, W.  | Chief Public Assistance Officer, Fife C.C.  | C.C.               | Ret. Un.       |
| 2. Vince, J. W.                                      | Clerk, Education Committee, Durham C.C.                            | C.C.               | 2246           | <b>SCOTTISH DISTRICT—SOUTH AND WEST AREA No. 12 (3).</b>  |   |                    |                |
| 3. Heron, R. E.                                      | Chief Clerk, Education Dept., Sunderland C.B.                      | C.B.               | 1991           | <b>ELECTED.</b>   |   |                    |                |
| <b>UNSUCCESSFUL.</b>                                 |  |                    |                | 1. Brown, J.  | Chief Committee Clerk, Lanarkshire C.C.   | C.C.               | 636            |
| 4. Williamson, J. B.                                 | Medical Officer, Public Assistance Institution, Tynemouth C.B.     | C.B.               | 1577           | <b>UNSUCCESSFUL.</b>  |   |                    |                |
| 5. Fawcett, J. Y.                                    | Chief Cashier, South Shields C.B.                                  | C.B.               | 1564           | 2. Campbell, J.   | County Public Assistance Officer, Stirling C.C.   | C.C.               | 536            |
| 6. Bingham, F.                                       | Chief Assistant Rating and Valuation Officer, Middlesbrough C.B.   | C.B.               | 1236           | 3. Fraser, J. A.  | Clerk to the Old Kilpatrick School Management Committee, Dumbar-ton C.C.                                  | C.C.               | 129            |
| <b>ELECTED. YORKSHIRE DISTRICT No. 4.</b>            |  |                    |                | <b>FOR TWO REPRESENTATIVES OF THE WOMEN MEMBERS.</b>  |   |                    |                |
| 1. Armitage, W. W.                                   | Principal Assistant, Water Dept., Sheffield C.B.                   | C.B.               | 6416           | <b>ELECTED.</b>   |   |                    |                |
| 2. Allen, H.   | Senior Clerk, Treasurer's Dept., West Riding C.C.                  | C.C.               | 6220           | <b>Miss I. Stansfield, Juvenile Employment Officer, Education Department, Manchester C.B. Miss L. H. Woodbridge, Inspector of Health Visitors and Midwives, Staffordshire County Council.</b> |   |                    |                |
| 3. Bolton, A. G.                                     | Senior Accountancy Assistant, Treasurer's Dept., Harrogate B.      | B.                 | 5498           |   |   |                    |                |
| 4. Nolan, T.   | Senior Clerk, Electricity Dept., Leeds C.B.                        | C.B.               | 4793           |   |   |                    |                |
| 5. Bottomley, T. W.                                  | Assist. Educatn. Officer, Dewsbury C.B.                            | C.B.               | 3315           |   |   |                    |                |



THE centenary of local government in our country, which we celebrated on September 9, 1935, affords a fitting opportunity to try and estimate what really is the debt we owe to the passing of the Bill which first gave such a generous measure of municipal self-government to the towns and cities of our land.

As an ordinary working man, who has for years tried to think for himself, and has always followed the development of local government with interest, I can safely say we owe very many of the amenities of life we enjoy to-day to local government. We can scarcely imagine that the conditions of life were like to thousands upon thousands of people in those far-off days a hundred years ago, although we often hear people talk very flippantly about the good old days. To that measure can we ascribe the change in present-day conditions, but to the wide application of the provisions of the Bill, giving such benefits to the whole of the community that it is now stated and proven from statistics that ten to fifteen years have been added to the city dweller's expectation of life, besides the comfort and enjoyment which has followed in its train.

### Best Motive—To Serve

From the very beginning of local government, the service has attracted to it ranks men, and of latter years, women also, of high character and ability, who were filled with the best of motives, to serve their fellows and try to leave the world a little better than they found it. Every large town and city has on record the names of its illustrious sons and daughters who have served their day and generation in trying to make possible the highest good for the greatest number.



[Courtesy of] [“Nottingham Journal.”]  
German W. Halls presenting Mr. F. N. Oakland with the third prize—a cheque for £55-0-0.

## What We Owe to Local Government

By *F. N. Oakland*

Mr. F. N. Oakland is the winner of the third prize of five guineas in the essay competition on “What We Owe to Local Government,” organised by the Association in celebration of the centenary year of local government. There were 348 entries for this competition, the judges for which were: Mrs. L. Fisher, Sir Frederick J. Marquis, Dr. A. W. Pickard-Cambridge, Lord Riverdale, Sir Arthur Robinson, and Sir Josiah Stamp. Mr. Oakland was born in a back-to-back house. When he was 12½, he started as a “half-timer” in a leather manufactory, becoming a “full-timer” at the age of 13. At 16, he joined his ward association, and has taken a deep interest in local government ever since. Now, at the age of 57, Mr. Oakland owns his own confectionery and tobacco business quite close to his first home.

### Inheritance of Ugliness

Let us look at some of their achievements and how they set about their not too easy task. In doing this I can only touch on three or four aspects of local government which have come under my purview, in a city which, with a population of 55,000 in 1835, has risen to nearly 300,000 in 1935. Most towns and cities have advanced in like fashion, and what obtained in one place was common to most. What then was the inheritance these men and women entered into? Mostly an old town with ugly, ill-conceived, narrow streets, row after row of back to back houses, with very crude sanitary arrangements. Here men and women were destined to live their lives, here children were born and brought up, these mean streets being the only playground they knew, where neither the sun nor fresh air could work its beneficent ministry. No wonder the health of the people suffered. Poverty and disease were rife, cholera, smallpox, and other epidemics, very often involving whole localities, while to-day these things are seldom heard of. This question of health was undoubtedly one of the most vital problems of that day, and we must give credit to those who first tackled it with patience and vision, and aided later by the passing of the Public Health Act of 1875, moulded a system of health and sanitation,

which has gone on being improved until we can boast to-day efficient health services, sewage disposal works, clinics, maternity and child welfare centres, isolation hospitals, etc., all working for the benefit of the public and the common good.

### Purification of Water

The next thing to my mind is an abundant supply of pure water, without which life to-day would be very difficult. We are so accustomed to be able to go and turn on the water at the sink, fill the kettle or run water for our ablutions, that we completely forget what were the conditions obtaining in 1835, and for many years after.

The then existing water undertakings were mostly in the hands of private companies, and run as profit-making concerns, the supplies being obtained mostly from rivers or private wells. In some places, local springs were found, to which certain of the inhabitants resorted for their supplies. But what of to-day? As time went on, the work of water engineers began to be recognised more and more, and corporations began to seek Parliamentary powers to acquire the rights to supply the whole of the people of the town or city under their charge. Improvements came, perhaps rather slowly at first, but who in those days could visualise the marvellous change their successors have worked for and achieved, for to-day we find every large corporation possessing large resources of water, often carried many miles from their own towns and cities, such as, for instance, Manchester, from the Lake district; Birmingham, from the Welsh hills; Sheffield, Nottingham, Leicester, and Derby, from the Derwent Valley. These schemes in the aggregate have cost millions of pounds, but have provided for posterity an abundant supply of one of God's greatest gifts to mankind. Despise not the day of small things.



### Housing Revolution

So much has been said and written about garden cities, brought into being by private enterprise, mostly large employers of labour, that when the first Housing Act was passed in 1890, giving the corporations power to deal with the questions of slum clearance and the erection of decent dwellings for the working population, a new phase of local government was placed in the hands of the local authorities, with a decided lead in this direction. Better housing had been an election cry for years, so here was the chance for a decided move to be made. How well some housing committees have responded is now a matter of history. To begin with, the clearance of many of the older houses, which had been condemned as unfit for human habitation, meant that drastic steps had to be taken, in some cases whole streets and large blocks of buildings were ear-marked for demolition, which would eventually alter the whole aspect of the neighbourhood. These houses, built at least a hundred years before, had been the homes of generation after generation of people mostly of the labouring class, who did not seem able or willing to get away from their surroundings, where health and beauty was at a discount. Before this clearance could be effected, however, extensive housing schemes had to be taken in hand by the responsible committee, and right royally did they tackle the job. To do this thoroughly, sites had to be chosen that would lend themselves to making ample allowance for the erection of houses which could never again foster the old system of living. With good sense, they were built from twelve to the acre, and not more than twenty per acre, according to those they were to replace, this against what formerly obtained very often 50 to the acre. The land under clearance schemes, because of its position near the centre of towns, had now become very valuable and sold well, thereby helping greatly in the purchase of the larger sites. Estate after estate has been built since the War, and to-day thousands of working people are living in houses, all with gardens, some large, some smaller, under modern conditions their forbears never dreamed of. My own city has given a lead, recognised by the Ministry of Health, in this matter of housing, and have to date actually erected nearly 13,000 houses, while other extensive schemes have been approved.

### Ubiquitous Services

Gas, electricity, education, passenger transport, baths and washhouses, public parks and recreation grounds, are all today demanding time and attention of

our civic authorities, and must be included in any list of things we owe to local government.

Gas, still the proved efficient servant of mankind, electricity, with its many-sided application to modern requirements, education, which has developed to such an extent, giving every child born within the area an equal chance with its fellows, enabling even a boy or girl from the poorest home, by dint of hard work, eventually to reach the highest University of the land. Baths and washhouses, public parks, and recreation grounds, are all part of the scheme to promote a healthy body and a sound mind, which has been the objective of those responsible for our welfare. One could not conclude an essay like this without making mention of that great staff, the permanent officials of our towns and cities, who by their integrity and honesty of purpose, have builded better than they knew. Aldermen and councillors come and they go, but these officials, very often from small beginnings, have brought to bear upon their work a precision that has not only brought credit to themselves, but has been the means whereby the elected representatives of our councils have been able to effect the vast improvements of the last hundred years, so that we can truly say with fervour that to-day "We are the citizens of no mean city."

### SUGGESTIONS BUREAU

The indoor and outdoor staff of the Newburn Urban District Council have received a letter from the clerk of the council, pointing out that the general purposes committee had decided to institute an employees' suggestion bureau, with the view of improving the general organisation of the work of the council. It is stated that any suggestions must not be in the nature of complaints against any member of the council's staff or workmen, but should be helpful and conducive to the general efficiency of the services. Suggestions should treat of matters of public interest with which the council deals, and be in the form of a written statement addressed to the chairman of the council's general purposes committee. We appreciate the point of view actuating these proposals. Any scheme which will help to improve local government administration deserves the warmest support. Nevertheless, we cannot help but feel that the scheme propounded by the council will either lend itself to abuse, or very quickly become inoperative. We strongly suggest to the council that the most effective way of carrying out the excellent ideas underlying its proposal would be to agree to the adoption of a local joint committee. If such committee were approved, it would consist of representatives of the staff and of the council, and matters of importance could be discussed in a friendly atmosphere round a table. A similar body could be appointed in respect of the council's workmen.

### ALL

### MANKIND'S CONCERN

#### Weekly Allowances

A member aged 43 years, with a wife and two children, suffered from tuberculosis for a period of two years, and after a few months he was forced to retire from the local government service on a breakdown pension amounting to a little over £2 10s. a week. One of the children is a cripple and receives medical attention periodically. It was recently reported to the Benevolent and Orphan Fund that the member had died leaving a widow practically destitute except for a small sum from insurance and the earnings of the elder child. The Fund is making an adequate allowance to assist in maintaining this family.

A member aged 21 years has been suffering from nervous debility, caused by a shock, for two years, and owing to continued ill-health was forced to give up his employment. His father, who had been a victim of sleepy-sickness for many years, which rendered him incapable of following any type of employment, died at the end of last year. The member's mother suffers from heart trouble, and is under constant medical attention. The only income received by this family is the widow's pension for mother, the National Health Insurance for member, and the small amount earned by member's young brother. The Fund makes a weekly allowance in this sad case.

A widow aged 36 years was left with two children aged 10 and 5 years. Her only income was 18s. per week from pensions substantiated by the return of her late husband's superannuation contributions. She immediately sold up her home, obtained cheaper accommodation, and asked her mother to live with her in order to take care of the children. The widow was then able to secure employment as a shorthand-typist, but did not earn sufficient to maintain herself and children. The Fund is assisting in this most deserving case by making a weekly grant.

#### Lump Sum Grant

A member aged 22 years died recently. He had been a patient in a sanatorium since October, 1935, and his father was also in the same sanatorium. Owing to illness, the father had been employed only three months in two and a half years, and was still unemployed at the member's death. Owing to lengthy periods of sickness, the family is in straitened circumstances. The Fund has made a substantial grant in this case to meet the expenditure incurred by the late member's illness and subsequent death.

#### Temporary Loan

A member aged 39 years, with a wife, and child aged 7 years, was compelled to seek assistance from the B. & O. Fund in the form of a temporary loan. Member's daughter was taken ill and admitted to a sanatorium, where she stayed for some 16 or 17 months. Member finds that he has been unable to meet the doctor's accounts, and the Fund has made a loan to tide him over a difficult period.



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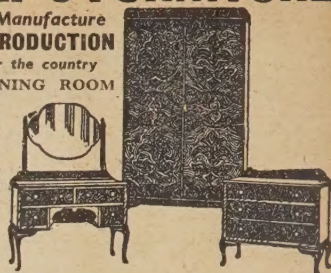
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# Salaries and Service Conditions

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### SUPERANNUATION

The officers of the **Paincastle Rural District Council** have been admitted to the **Adnor County Council Superannuation Scheme** as from April 1, 1936.

**Merioneth County Council** has adopted the Act of 1922 as from April 1, 1936, for officers and workmen.

**Morecambe Council**, at its statutory meeting last month, decided to adopt the Act of 1922.

**Norton and Malton Rural District Councils** have adopted the Superannuation Act, the appointed day being July 1, 1936.

We regret to report that **Blyth Town Council** has once again refused to adopt the Act. Our Blyth members may be assured that the Association will continue to put forth every effort to get them brought into line with their colleagues elsewhere. The action of the Blyth Council convinces us that a compulsory measure of superannuation is long overdue.

### SALARIES

The divisional secretary has had a further interview with a special committee of the **Eston Urban District Council**, in respect of the grading scheme. Certain slight amendments were agreed upon, and there are now only two outstanding cases to be further considered by the committee. It is hoped that these cases will be settled at a forthcoming interview.

An increase of £10 per annum in the salaries of the staff of the direct rating department has been conceded by the **Burlington County Borough Council** as a result of an application made by the Association.

Following representations made by the **Lancashire and Cheshire Whitley Council**, the public assistance committee of the **Lancashire County Council** has now placed the masters and matrons in the area on the scales recommended by the Whitley Council.

**Salop County Council** has adopted a new scale of salaries to operate from July 1, 1936. The scale was negotiated through the staff adjustment board.

An application has been submitted to **Cardiff City Council** for a new scale of salaries for the clerical staff. The application has been referred to the joint advisory committee.

Proposals to revise the salaries scale and to grade or re-grade certain officers were made by the finance committee to the **Lincoln City Council** in committee. On behalf of the branch, the divisional secretary applied to the council to refer the recommendations back in order that the views of the Association could be submitted. The council agreed, and he met the finance committee on April 30, when a number of concessions were made, but the committee adhered to its recommendation to lower the salary to which juniors could proceed automatically. The divisional

secretary addressed a protest to the city council, which rejected the recommendation of the finance committee as to the juniors' scale and also agreed to an improvement of the scale.

Some time ago the divisional secretary submitted an application to **Ebbw Vale** for the revision of the salaries of certain officers. After lengthy consideration, the council decided to take no action. The divisional secretary has made a further application and has again met the office committee, which agreed to obtain further particulars and to consider the application again.

A meeting of representatives of **South Wales** branches was held in the City Hall, Cardiff, on April 28, when the general secretary and the divisional secretary were present. It was decided to recommend the district committee to consider the establishment of a Provincial Whitley Council and the formulation of a salaries scale for juniors. The executive committee of the district committee has since agreed to discuss Whitleyism with the Whitleyism Sub-Committee of the National Executive Council and has decided to submit recommendations as to salaries to the next meeting of the district committee.

### GRADING

The divisional secretary submitted an application to **Heanor Council** to adopt the principle of a grading scheme, and appeared before the finance committee in support of the application. The council has now approved the principle, and agreed to consider proposals to be put forward by the divisional secretary.

### HOLIDAYS

A revised scale of holiday allowances has been put into operation by the **Durham County Council** in response to negotiations conducted by the local branch. The scheme is as follows: Under 10 years' service, 12 working days; after 10 years' service, 15 working days; after 15 years' service, 18 working days.

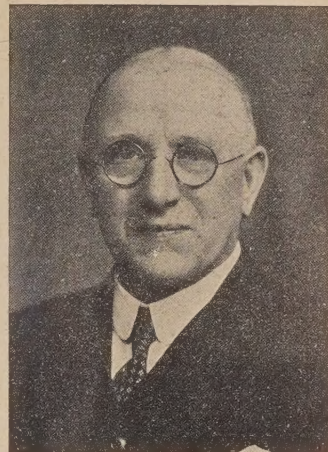
Transferred officers who now have 18 working days to receive 21 working days after 10 years' service.

A revised scale of holiday allowances has been adopted in respect of the official staff by the **Wakefield County Borough Council**. The new scheme provides that up to 10 years' service with a local authority, 12 working days shall be granted; on completion of 10 years' service, 18 working days.

### OFFICE HOURS

The divisional secretary submitted an application to **Hereford City Council** for a revision of office hours. Hitherto the offices have been open until 6 p.m. The city council approved the closing of the offices at 5.30 p.m. from May 1.

## New Organising Secretary



Mr. J. B. Swinden, divisional secretary for the North-Eastern and Yorkshire districts, has been appointed organising secretary in succession to Mr. W. P. Fox, who, as previously reported in the columns of this journal, has had to retire on superannuation owing to a breakdown in health.

Mr. Swinden, who is fifty-six, was employed for twenty-four years in the Water Department of the Sheffield Corporation, and came to N.A.L.G.O. eleven years ago as a divisional secretary. He was a member of the Association from its inception, and was for six years one of the three members of the Sheffield Branch Negotiating Committee with the Sheffield Corporation. He founded the Sheffield Municipal Officers' Guild Journal, and was for fifteen years its editor. He also represented the Sheffield Branch on the Yorkshire District Committee, the West Riding Provincial Whitley Council, and at the annual conferences of the Association. Furthermore, he assisted in forming the North-East Midlands Group of the Institute of Public Administration, and was its first honorary secretary.

In welcoming Mr. Swinden to his new post, we are confident that he will give the same unstinted service to the Association that he has always given in the past—both as an active member and as a paid officer; and we hope that his work will meet with the same degree of success that has rewarded his efforts in the North-Eastern and Yorkshire Districts.

### JOINT UNIVERSITY COUNCIL

The Joint University Council for Social Studies and Public Administration has recently enlarged its constitution to provide room for two more co-opted members. Mr. L. Hill, general secretary of the Association, and Sir Ernest Simon, an ex-Lord Mayor of Manchester, have been invited to fill these places, and we are pleased to learn that the general secretary has accepted the invitation.



## Holidays

With the approach of the holiday season it will be to the interest of householders to pay a little attention to the security of their homes.

Experience shows that burglars usually prefer to carry out their operations during periods when a house is left unoccupied, and although few houses are left for as long as the ninety-day period allowed by Householder's Comprehensive Policies taken out through N.A.L.G.O., there are numerous homes which are shut up for two or three weeks during the summer months.

Members of N.A.L.G.O. often ask what precautions they can take to protect their homes, because so many burglaries have recently taken place in their districts, and, consequently, the following general advice is given.

Protection in the majority of houses depends upon the holding power of two or three screws, which hold the box staple on a front-door lock. In the case of the Yale or similar pattern lock, if a jemmy is used, either the screws may give way, the box staple snap, or the post split. Far greater security is obtained if a lever mortice deadlock is fitted and the doorpost strengthened with a steel striking-plate.

Windows should, wherever possible, be locked, instead of being left on fasteners. In most of the new houses metal-framed windows are now being fitted with window locks to prevent the usual casement fasteners from being moved, and provided the sash bars are sufficiently close to prevent entry if the glass is broken, the maximum amount of security is obtained. For wooden casements there is a specially designed mortice clutch lock to supplement fasteners.

Where internal doors are fitted with locks, they should always be used, and the keys removed whenever the house is unoccupied. In this way it is often possible to confine the activities of burglars to the room to which entry has been obtained.

At first, on reading the above suggestions, it may appear to be trying to have to go through the paraphernalia of fitting locking devices to windows and doors, and using them, instead of just going out and slamming the front door after you, but those who have had the experience of arriving home, or of being asked by the police to return from holiday because burglars have broken into their homes, know only too well that a little trouble beforehand is worth while.

Of course, many argue that because they are insured against burglary there is no need to go to the expense of having special locks, etc., fitted. Nobody wants burglars, irrespective of insurance, but it is well to remember that once burglars have found it comparatively easy to enter a certain house, they frequently make a point of returning.

See that your house is properly safeguarded by appropriate locking devices, and if you are a sound business man, do not fail to get appropriate insurance cover, the rate of premium for which is very low if the insurance is taken out with your own Association. Your Local Correspondent or N.A.L.G.O., 24, Abingdon Street, Westminster, S.W.1, will give you full details.

## At Random

By "Hyperion"

A MAN SHOULD PASS A PART OF HIS TIME WITH THE LAUGHERS.

—DR. JOHNSON.

### Thought for the Aberdeen Conference

The noblest prospect which a Scotsman ever sees is the high road that leads him to England.—Dr. Johnson.

### The Two Conferences

*Apropos* the Annual Conference—here's a story about two conferences which were being held during the same week—a Press conference at Bournemouth, and a conference of the fish-and-chip trade at Blackpool.

The Press ignored the fish-and-chip people, but the latter, with great gallantry, sent a hearty message of greeting to the Press. The message read:

"We extend to you our most cordial good wishes. Our work is wrapped up in yours."

### No Room for Doubt

"Rastus, does yuh love me?"

"Mandy, you is the one woman I don't like none other no better than."

### Natural History Note

Perhaps the most terrifying of natural noises is the love-song of the spadefoot toad. It sounds like a man being choked to death.—W. E. Farbstein.

### Notice in a Texas Restaurant

IF OUR STEAK IS TOO TOUGH FOR YOU, GET OUT. THIS IS NO PLACE FOR WEAKLINGS.

### Aphorism

The way of the transgressor may be hard, but he can usually afford pneumatic tyres.

### The Home Market

"The use of statistics, in a simplified and pictorial manner," says a writer in *The Listener*, "is a study in which children certainly ought to be grounded. It is certain that in their later lives innumerable people will endeavour to persuade them, for public policy or commercial profit, to accept statements resting on statistical demonstration. Mr. Baldwin has called rhetoric the harlot of the arts, and the charge applies with particular aptness to a special kind of glib statistical rhetoric very prevalent to-day, and only possible in a community quite untrained in scrutinising figures."

The most readable book on statistics which I have ever seen was published in March last by Messrs. George Allen & Unwin, Ltd. It is called *The Home Market*, and has been compiled by Major G. Harrison and F. C. Mitchell, and the statistical staff of the London Press Exchange, Ltd. Designed to appeal primarily to the manufacturer and industrialist, this book should be of the utmost interest to administrators. It is divided into eighteen sections, under such headings as "Estimate of National Income," "Estimate of National Expenditure," "Estimate of Number of Families in Each Social Grade," and "Expenditure on Food

by Sample Families," "Indices of Purchasing Power," and so forth, and most of the tables are amplified by pictorial diagrams following the now famous method of Dr. Otto Neurath. All of them are accompanied by comments calling attention to the most significant deductions which can be drawn from the tables.

The thought which leapt to my mind after my first cursory perusal of this fascinating book was "How it shows up the ordinary statistical report—the reports of the Registrar-General and the presentation of statistics in those dry-as-dust periodicals, the *Board of Trade Journal* and *Ministry of Labour Gazette*." The Annual Compilation of the London County Council, *London Statistics*, is a little better than these, but not much. It is not sufficient merely to set out a series of columns of statistics—they should be presented in such a way as to enable any ordinarily intelligent man to draw conclusions from them. That is the chief value of statistical reports—to help people, whether they be manufacturers or administrators, to make an intelligent anticipation of the future needs of the community. That is the respect in which nearly all statistical reports fail and in which the compilers of *The Home Market* have achieved so signal a success.

I could enlarge upon the merits of this book at much greater length, but will content myself by urging every borough librarian to obtain a copy for his library. I also commend it to borough treasurers, expressing the pious hope that they will contrive to make their abstracts of accounts half so interesting and intelligible! The book has a well-written foreword by Mr. Frank Pick, Vice-Chairman of the London Passenger Transport Board.

### Miscellany

Who committed these mysterious crimes? Perhaps one of you who can't finish the book will write and tell me.—From a review of a "detective" novel.

The origin of civilisation is man's mination to do nothing for himself while he can get done for him.—H. C. Baile.

It was a wise man that recommended men, for their souls' good, to do each two things they disliked. And it precept that I have followed scrupulously for every day I have got up and I have gone to bed.—Somerset Maugham.

As long as war is regarded as wicked will always have its fascination. When it is looked upon as vulgar it will cease to be popular.—Oscar Wilde.

Life is like playing a violin solo in public and learning the instrument as one goes.—Samuel Butler.

### Query

"Why is it," writes an elderly reader, "that although I twist a knob on my set for hours on end, the only sound I get is a persistent banging the wall from next door?"—*Magazine*.



## Bridge Forum

By NEVILLE HOBSON

### CONTRACT CONVENTIONS

I WAS asked recently which particular convention I usually play at Contract, and I apologetically indicated the "One Club." I am always reluctant to admit that I am *particeps criminis*, but it is extremely difficult to participate in competitive Bridge without using one or other of the accepted conventions, however artificial it may be.

The "Forcing Two," which was favoured and developed by Ely Culbertson, held first place in the world of Contract for many years, but the "One Club" and "Two Clubs" systems were taken up later by numerous players in this country, and the "losing trick count" is now making considerable headway.

**"Forcing Two"**: As this convention requires the holding of 5-5½ honour tricks, it is apparent that it can only be operated in a comparatively small number of cases. Reflect for a moment on the average number of times during a normal evening's play that you are favoured with a hand of the equivalent of A, K; A, K; K, Q; and a few odds and ends; yet this—in the absence of a strong two-suit distribution—is the minimum requirement for the "Forcing Two." It is, indeed, the limited scope it has in practice which has led to its supersession in many parts of England by the Club conventions.

Mr. R. Lederer is one of the main advocates of the Two Club system—which combines the advantages of the Forcing Two with the ability to bid a natural two in any suit other than Clubs (the artificial bid of 2 Clubs indicating 5-5½ Honour Tricks, and 2 in Spades, Hearts, or Diamonds 3½ Honour Tricks).

**"One Club" Convention**: As most of the partners with whom I play representative Bridge prefer this system, I know it the best, and it works reasonably well in practice. There is, however, one basic difficulty, namely, the minimum strength which to bid it. The original One Club, which hailed from America, required a holding of 3½ honour tricks, but I took up this system actively at a time when there were powerful advocates of the advantage of increasing the holding requirement to four tricks, and I am now persuaded that the ideal holding for this conventional should be 4 quick tricks and not 3½.

The advantage of the higher rating is the bidder is able—as an alternative to the One Club bid of 4 honour tricks—to bid 2 of a suit, which indicates a slightly powerful honour holding. In a nutshell: "One Club" equals 4 quick tricks: two Hearts—3½ quick tricks.

It is very valuable in practice to be able to differentiate between a holding of 4 as against 3½—both from the point of view of a potential slam and the winning of a variable game. This initial information is more valuable when the main strength views the hand lies in the minor suits, as admitted, ~~lose~~ score—no less than 11 tricks are to be won to secure game. This number that the opponents, with the advantage of the initial lead, must not make an 2 tricks, so that the aggregate trick holding must be definitely 48.

## The Wide Horizon

Accent on Service: By Eyre Sandford Carter

*"The Christian Science Monitor," published in Boston, U.S.A., is an international daily newspaper which has a flair for "putting across" articles dealing with trends and events which have a wide general appeal to its readers in all countries in the world, and a particular appeal to the forward-thinking public in America. One of the main points in President Roosevelt's Reconstruction Programme is the solution of the problem of a career service in the various units of the public administration of the United States, and, feeling that our readers would be interested in an article written by a special correspondent of the "Monitor" on the public services in England, we approached the editor, who graciously granted us permission to reproduce the following contribution, which appeared in the issue of his paper on April 2, 1936.*

IN recent years the rapid extension of the executive function of government has focused attention in Europe and in the United States on the necessity of having a civil service capable of carrying out the duty which the name implies—that of serving the civil community. To be effective, a civil service must have both capacity and power to do whatever job is assigned to it, and must be so constituted as to exercise that power without fear or favour.

An observer travelling from Prague, let us say, through various capital cities to Washington, would note a definite difference of approach to this problem in various countries of the Old World and the New. In continental Europe the uniformed government "functionary" is to be met nearly everywhere. All too frequently he is underpaid, but as against this he is "dressed in a little brief authority." This authority, since it represents the majesty of the state, is recognised and submitted to as a matter of course by the ordinary citizen, and civil service posts, even the smallest, are sought after, because they confer on their holders power and status. In England, on the other hand, few civil servants, apart from outdoor postal workers and the police, wear uniforms, and they are certainly less conspicuous, and probably less numerous, than in most European countries.

Yet even in England the number of civil servants employed by the National Government, and of officials in the corresponding municipal departments, is large and is on the increase, for there is taking place a steady extension of social legislation—housing, health, and unemployment insurance, pensions, regulations affecting conditions of labour in industry, and so forth. The same is, of course, true in the United States, and the type of administration needed to carry out these measures is a matter of great concern to the ordinary citizen, who is directly affected by them.

It may be that the United States will find, as Great Britain has done, that a permanent civil service (using that term to cover both national and local officials) is just as essential to the efficiency of these newer departments of public welfare as in the case of the post office. And if it is to function in such a way as to help and not to hinder the normal life of the nation, it cannot be allowed to be the prize of that unworthy struggle for place and power which has bred inefficiency and unethical practices on both sides of the Atlantic

whenever public opinion has not actively opposed it.

For the attainment of this result two material conditions are needed. Unlike a salesman or departmental manager in a commercial concern, the civil servant cannot be paid by results, since the objective of his work is not private profit. Clearly, then, if he is to give of his best, it is reasonable that he should receive a salary adequate to his needs. Secondly, it is in the public interest that he should have such security of tenure as will encourage him to do his job as well as he knows how, without the hampering thought that the chances of party politics may cause his removal.

There is, however, a more intangible but even more important factor which makes all the difference between a good civil service and one that is not quite so good; it is that of status. The public service—the service of the whole of the people—is, after all, a matter of the highest importance, and it demands men and women of the best type, and of unimpeachable integrity. They will not be attracted by stability of material conditions alone; they will be more concerned to ask whether the public, whom they serve, appreciates their work at its true mental and moral value and supports it accordingly.

If the lawyer, the architect, the maker or seller of radio sets or farm implements is esteemed for his services to the community above the civil servant—merely because the one can say: "By my own efforts I made so many thousand dollars last year," while the other's work cannot be so evaluated—then the public will tend to think of its servants as performing unimportant functions, and as a result will get but mediocre service. But if the public were to demand an even higher standard of performance, ethically as well as technically, from the civil service, than is required from those who work for private profit, then the demand would surely create the supply.

It was public perception of this fact that helped to eliminate the political spoils system which reigned in England during the earlier part of last century.

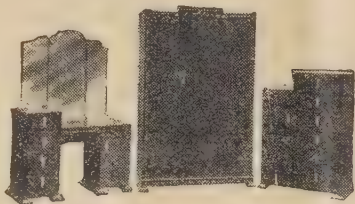
The public will get good administrative service if they demand it, and if they are willing to accord to their civil servants, in the newer departments as well as in those longer established, the respect and the reward to which merit is entitled.



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**METROPOLITAN**

The annual 36-hole golf competition of the Metropolitan District took place at the Home Park Golf Course, Kingston, on Wednesday, May 13th. The weather was fine and 49 competitors from 21 different branches attended. The course was in excellent condition, and this resulted in some abnormally low scoring. Two competitors tied for first place, but the rules provided for such a contingency, and the cup was awarded to Mr. C. W. Strutt (Heston Branch), and Dr. C. S. Brebner (Richmond Branch) was runner up. Mr. Lord, ex-president of the Association, presented the "Municipal Journal" Challenge Cup, and voiced the general feeling of the competitors that the gathering had been successful from every point of view. The proceedings closed with a vote of thanks to the Home Park Golf Club committee, secretary, and staff, the chairman of the golf section, Mr. W. B. Wignall (Mitcham Branch), and to Mr. Nelson (Croydon Branch) for his services as secretary in making the arrangements.

**West Midlands.**

A meeting of education correspondents and representatives of branches in the West Midlands was held at the Chamber of Commerce, Birmingham, on May 5th, when a memorandum circulated by Mr. F. H. Harrod, M.C., N.E.C., director of education, Coventry, was considered. Mr. Harrod presided at the meeting and amplified his memorandum, giving details of the many facilities offered by the Association. After a very interesting discussion it was unanimously agreed to recommend the District Committee to establish an area education committee.

**Southern.**

Mr. C. H. Northwood, Town Hall, Bournemouth, states that, being confident that all the members of the Southern District read their journal, he is using it as the best medium to get in touch with those who have to use motor transport to ease their arduous duties (that goes for those who are also more fortunate to be able to use their cars for pleasure only), in the hope that they will be so kind as to get in touch with him on the subject of the Nalco Motoring Association.

He wishes to mention that he is doing this to relieve friend Tracy of a "blob" of work, and hopes to receive inquiries at the Town Hall, Bournemouth.

**CONFERENCES OF BRANCH SECRETARIES**

Conferences of branch secretaries from the South-Western District, the North Wales, Wirral and Merseyside areas, and the South Eastern District have been held and have been attended by the general secretary of the Association.

The object of the conferences was the discussion of matters of special interest to branch officers, and Mr. Hill dealt at three separate sessions with:

1. Branch and Headquarters Organisation.
2. Service Conditions and Ancillaries.
3. The Association's Higher Policy.

Very interesting discussions took place, and many expressions of appreciation have been voiced at the innovation of these conferences.

**District Committees****North Eastern.**

The results of the North-Eastern District football competition are as follows:

| PRELIMINARY ROUND: |                 | Winners      |
|--------------------|-----------------|--------------|
| Zone 1.            |                 |              |
| A. Northum'land    | v. Gateshead    | Northum'land |
| FIRST ROUND.       |                 |              |
| Zone 1.            |                 |              |
| B. Newcastle       | v. Tynemouth    | Newcastle    |
| C. South Shields   | v. Northum'land | Northum'land |
| Zone 2.            |                 |              |
| D. Durham          | v. Middlesbro'  | Middlesbro'  |
| E. Sunderland      | v. Easington    | Easington    |
| SEMI-FINAL.        |                 |              |
| Zone 1.            |                 |              |
| F. Newcastle       | v. Northum'land | Newcastle    |
| G. Middlesbro'     | v. Easington    | Middlesbro'  |
| FINAL.             |                 |              |
| Newcastle          | v. Middlesbro'  | Newcastle    |

|             |    |             |           |
|-------------|----|-------------|-----------|
| Bradford    | v. | West Riding | Bradford  |
| Batley      | v. | Sffeield    | Sheffield |
| SEMI-FINAL. |    |             |           |
| Leeds       | v. | Sheffield   | Leeds     |
| Harrogate   | v. | Bradford    | Harrogate |
| FINAL.      |    |             |           |
| Leeds       | v. | Harrogate   | Leeds     |

**South Wales.**

The South Wales District Committee decided to award three scholarships to members of the Association attending the summer school at the University College of Wales, Aberystwyth. Members were invited to submit essays, which were kindly marked by Mr. D. J. Parry, M.A., B.Sc., deputy clerk of the Glamorgan County Council and honorary solicitor for Wales. The scholarships have now been awarded to Mr. V. L. Morgan, Llantrisant; Mr. J. L. Price, Merthyr Tydfil; and Mr. C. Knight, Abercarn.

**GRAMOPHONE RECORDS**

Of special interest in the His Master's Voice gramophone record supplement for

May are the recordings by Kirsten Flagstad and Margherita Perras, two famous artistes who are making their first appearance at Covent Garden opera this season.

Flagstad, incidentally, contributes the record of the month — "Ho-Yo-To-Ho" ("Brunnhilde's Battle Cry"), Act 2, "Die Walkure," Wagner; also "Allerseelen" ("All Souls' Day"), Op. 10, No. 8, Strauss.—H.M.V. DA1460.

Another newcomer to Covent Garden is Margherita Perras, who, although only in the early twenties, is considered to be among the greatest coloratura sopranos. Last year, at Salzburg, she carried away the honours as a Mozart singer. She has recorded for H.M.V.

two well-known excerpts from "Il Seraglio," Mozart: "Ach, ich liebe" and "Märtern aller Arten."—H.M.V. DB4439.

Richard Crooks, best seller of light artistes in England, contributes two delightful numbers to this supplement: "If I Should Send a Rose," and "Open Your Window to the Morn." Crooks was singing as a church soloist at the age of nine; he is now recognised internationally as an operatic and concert star of the first magnitude.—(H.M.V. DA1453.)

Here are the first records from "The Town Talks." Phyllis Stanley and Arthur Riscoe, with orchestra, sing a delightful number from the show, "You Have That Extra Something"; and Arthur Riscoe also sings "There Never Was a Girl Like Mary" (also from "The Town Talks"). Phyllis Stanley, who plays with Riscoe in "The Town Talks," "scat" sung to her pilot while undergoing flying tuition. Believes in trying out new numbers as far from civilisation as possible.—(H.M.V. BD345.)

Ray Noble has made recordings of two numbers from "Follow the Fleet": "Let's Face the Music and Dance," and "Let Yourself Go."—(H.M.V. BD5047.)



Competitors for the "Municipal Journal" Challenge Cup.

**Yorkshire Football.**

The complete results of all the matches in the Yorkshire District football competition are as follows:

| PRELIMINARY ROUND. |                | Winners      |
|--------------------|----------------|--------------|
| North Riding       | v. Halifax     | North Riding |
| Dewsbury           | v. Sheffield   | Sheffield    |
| Leeds              | v. Keighley    | Leeds        |
| Wakefield          | v. East Riding | East Riding  |
| Harrogate          | v. Barnsley    | Barnsley     |
| FIRST ROUND.       |                |              |
| North Riding       | v. West Riding | West Riding  |
| Barnsley           | v. Sheffield   | Sheffield    |
| East Riding        | v. Rotherham   | Rotherham    |
| Hull               | v. Leeds       | Hull         |
| SEMI-FINAL.        |                |              |
| West Riding        | v. Sheffield   | West Riding  |
| Hull               | v. Rotherham   | Hull         |
| FINAL.             |                |              |
| West Riding        | v. Hull        | West Riding  |

**Table Tennis.**

The complete results of all the matches in the Yorkshire District table tennis competition are as follows:

| PRELIMINARY ROUND |                 | Winners.    |
|-------------------|-----------------|-------------|
| Hull              | v. West Riding  | West Riding |
| Bradford          | v. Wakefield    | Bradford    |
| Dewsbury          | v. North Riding | Dewsbury    |
| FIRST ROUND.      |                 |             |
| Harrogate         | v. Bridlington  | Harrogate   |
| Dewsbury          | v. Leeds        | Leeds       |



**M**EMBERS of the association are doubtless aware that the executive council have had under consideration the preparation of an amended salary scale for consideration by the annual meeting in June next.

To those, however, who have thus casually thought of the preparation of such a scale, probably few will appreciate the tremendous complications that are involved in getting a scale which is at all applicable to the various types of authority.

Probably the most important consideration is to ascertain, in the first instance, a type of authority upon which the standard basis of remuneration can be fixed. Should the basis be a small authority, and, if so, should it be a county council, a non-county borough, or an urban or rural district? If, on the other hand, it should be considered to be one of the largest authorities, then is it desirable to take one of the largest counties, or one of the largest boroughs? Probably we can assume that neither of these extremes would be suitable, and therefore it is necessary to take a moderately sized authority as the standard authority, and to endeavour to work up and down from that particular type of authority; but then, having decided upon the approximate size of the authority, difficulties still arise. Thus, for example, if it was assumed to be desirable to take an area with a population of approximately 100,000, such authority may be a county council, county borough council, non-county borough council, or urban district council, and in such cases the difference in the work can be very considerable.

#### Separate Scales

It might be suggested, therefore, that a

separate scale is necessary in connection with every different type of authority. Thus, a scale might be fixed for county councils, another for county boroughs, and others for non-county boroughs, metropolitan boroughs, urban and rural districts. Even when it is decided on a particular type of authority, it will yet be found that, even within that given type, activities vary very considerably, and within one type of authority carrying out more or less identical duties, the duties of the financial officer will be varied.

#### A National Scale

If, however, a national scale is to be fixed, it is obviously necessary to over-

## Salary Scales

*To build up a scale of salaries is not so easy as it sounds, as a contributor to the official journal of the Association of Local Government Financial Officers has pointed out in the April, 1936, issue of that publication. We are indebted to the editor of the journal for his courtesy in granting us permission to reproduce the article, which we are sure will be of interest to the majority of our members, irrespective of the departments in which they are employed.*

come some of these difficulties in a somewhat broad sense by a process of give and take, but having decided upon some measures of give and take in this way, a further difficulty, which is of great importance, immediately presents itself—should the scale be on the basis of the salary which should be considered to be paid for the particular office, or should it be an average of the salaries paid for such types of authority, or a percentage above such average? Clearly the first of these various alternatives is the ideal, but how is it possible to ascertain even approximately what is the salary which should be paid for every given office? Should the salary of the financial officer of any given authority bear any comparison with any of the salaries paid by the Civil Service, by the large joint stock banks, by insurance companies, or by any other authority or concern? Should the salary include any sum representing the probable expenditure of the officer, having regard to the type of locality in which he is serving?

These are some of the many difficulties which must inevitably face any body of men who are endeavouring to frame a scale of salaries which is suitable for adoption by local authorities in respect of their financial officers. It is important that in the preparation of such a scale every endeavour should be made to make the scale one which will be regarded by those authorities who are asked to consider it as a fair and reasonable basis, and not one which is purely idealistic. It is surely desirable to attain one's objects by steady but short steps rather than to make a big effort and to receive a complete setback.

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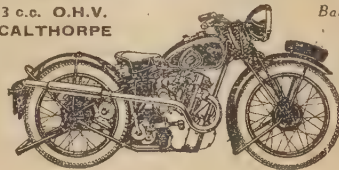
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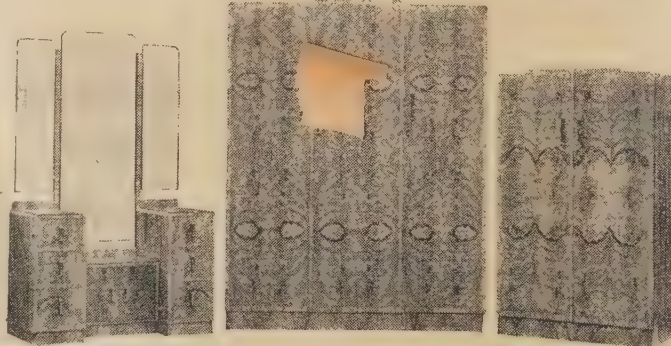
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## Summer Schools

**T**HE numbers attending the Summer Schools will this year be limited. Students are therefore particularly requested to submit the form of enrolment immediately.

The booklet giving full particulars of the schools is now available, and copies may be had on application to headquarters.

The National Executive Council has this year decided to organise two schools for England and Wales, in addition to one in Scotland, particulars of which are given below.

### CAMBRIDGE

The School will be held at Selwyn College from July 18 to July 25, 1936.

#### The Lectures

The lectures at the Cambridge school will deal with some of the more important features of public administration in different types of State, including a comparison with English public administration.

The lectures will be divided into three groups consisting of three lectures in each group, as follows:

*Group I.* The Centralised State Public Administration in France.

*Group II.* The Federal State. Public Administration in the U.S.A.

*Group III.* The Totalitarian State. Public Administration in Germany and Italy.

The lectures will be delivered by:

*Group I.* Paul Vaucher, Esq., D. es L., Secretary of the Council of Social Research in the University of Paris; Professor of Modern French History and Institutions in the University of London.

*Group II.* Rowland Egger, Esq., M.A., D.Phil., Professor of Administrative Law and Director of the Bureau of Public Administration in the University of Virginia, U.S.A.

*Group III.* H. F. L. Goetz, Esq., Doctor of Political Science, Diplom-Volkswirt; Beigeordneter im Kommunalwissenschaftlichen Institut an der Universität, Berlin.

### ABERYSTWYTH

The School will be held at the University College of Wales, Aberystwyth, from July 11 to July 18, 1936.

#### The Lectures

The lectures at the Aberystwyth school will deal with the main structure of public administration and its relation to industry, leading up to a discussion of some current problems in local government.

The lectures will be divided into three groups, consisting of three lectures in each group, as follows:

*Group I.* The General Structure of Local Government.

*Group II.* The Economics of Local Government.

*Group III.* Current Problems in Local Government: Health; Housing; Poor Law and Traffic.

The lectures will be delivered by University lecturers teaching Local Government.

## What You Think

### Our Readers' Opinions

Correspondence is invited, but the Editor cannot accept responsibility for the views expressed on this page. No letter will be published unless accompanied by the name and address of the sender, but a nom de plume may be sent for publication. The Editor wishes to devote space to all the letters which he receives for publication, but he cannot do this unless correspondents will make their letters "short and sweet." He reserves to himself the right to shorten letters, so as to publish more of all rather than much of a few.

#### BRANCH EDITOR'S CONFERENCE

To the Editor, LOCAL GOVERNMENT SERVICE.

SIR,—A very useful and instructive conference of branch editors was held in Aberdeen, May 30, 1936.

The purpose of this letter is to ask those editors who may not have seen my request last month to forward a copy of their magazine to me at an early date.

It is desired to compile a record of all branch journals, and editors will assist me if they will refer to page 493 of last month's issue of LOCAL GOVERNMENT SERVICE, read the details they will find there, and then let me have their views on the matter.

It is hoped that a similar conference will be held next year.

Yours in the N.A.L.G.O. spirit,  
ALAN C. GARRAD.  
Editor, "London County Chronicle,"  
Ming Garth, Burnham, Bucks.

#### To the Editor, LOCAL GOVERNMENT SERVICE.

SIR,—I read with considerable interest Mr. A. C. Garrad's letter advocating the convention of an annual conference of branch editors.

Whilst in sympathy with the principles outlined therein, may I suggest that Mr. Garrad's suggestion should take the form of a more localised meeting—district conferences. There appears to be a much greater likelihood of full attendances at a localised convention. Then, again, there is the fact that there would exist infinitely better facilities for mutual help and co-operation, both from the territorial aspect and from the obvious fact that every district knows its own particular needs, and would be able to minister to them more effectively, than would be ever practicable or advisable in the broader avenues of national conventions. Branch journals are so much dependent on local conditions and local requirements.

I must add that the views above do not necessarily constitute the collective opinion of my branch.

Yours always in N.A.L.G.O.,  
C. R. B. JONES.  
Branch Editor, Wandsworth.  
Balham, S.W.17,  
May 12, 1936.

## Blue Book

### Human Document

A few of the blue books published in the past have been vital contributions to the literature of the age, and have inspired actions which have profoundly influenced the course of our history, but these have been exceptions, and the great majority of blue books deserve the reputation which they have obtained for being dull and uninspiring. While "The Report of the University Grants Committee," for the period 1929-30 to 1934-35 (H.M.S.O., 4s.), may not provoke any very far-reaching changes, it must at once be admitted that we have rarely handled a blue book which has made such interesting reading or constituted such a human document.

The report provides an adequate survey of the salient developments in the Universities of the country in the past six years, and gives in its statistical sections information on all aspects of our Universities which should be most helpful for reference purposes. But at a time like the present, when educational standards and ideals are being questioned, the most interesting section of the report is that which examines the problems now facing the Universities. Of the many problems discussed, we may perhaps select two for special comment.

In the first place, there is the problem of the employment of University men and the committee shows that the Civil Service continues to absorb many graduates, and that industry and commerce are taking increasing numbers, but expresses concern that so few are being utilised for the local government service of the country. A strong point in this connection is that local authorities contributed £598,393 (i.e., 9.9%) to the income of the Universities in the year 1934-5. The committee concludes: "In the interests of the community we cannot but urge that those who give so generously should endeavour to reap a fair share of the harvest they have sown."

The committee is again dealing with a vital question when it stresses that a University education should be designed not only to enable the student to be efficient in his vocation, but it should also afford him what might broadly be termed an education for life. At a time when there is a real danger of over-emphasising technical and vocational education, it is refreshing to find a committee with such influence taking a broad view of the purpose of education.

The importance of the tutorial system, the place of compulsory lectures, post-graduate studies, and the size of Universities are among the many problems with which we cannot deal in this review, but we are convinced that this is a report deserving of wide discussion.

### SOCIAL

One of the highlights of a most active season was the whist drive and dance organised by the social committee of the Llandudno Branch, and so successful was it that there is no doubt that it will become an annual event. There were three hundred present, and keen competition ensued for the many fine prizes, which were presented by Mrs. W. H. Lester, wife of the chairman of the branch. The engagement of a cabaret show was a feature of the evening.



## NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

### HEADQUARTERS:

24 ABINGDON STREET,  
WESTMINSTER, S.W.1.

ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organisation," "Education," or "Special Activities."  
Telephone: WHitehall 9351 (6 lines).  
Telegrams: Natassoc Parl, London.

## HEADQUARTERS and BRANCHES

### APRIL 23.

*Circular No. 30/1936.* (To each local correspondent of Logomia.) Enclosing a copy of a circular dealing with Life Assurance and setting out form for requisitioning further copies for distribution to members.

### APRIL 28.

*Circular No. 29/Ed./1936.* (To each branch secretary and education correspondent.) (a) Enclosing a booklet giving particulars of the 1936 Summer Schools; (b) regarding attendance at the Schools, and (c) concerning the Prize Essay Competition.

*Circular No. 31/1936.* (To each branch secretary.) Enclosing a copy of list for guidance so far as eligibility for membership of the Association is concerned.

*Circular No. 32/1936.* (To each branch secretary.) Enclosing form for notifying changes in branch membership between February 1 and April 30, 1936.

*Circular No. 33/BO/1936.* (To each branch secretary.) Concerning the Benevolent and Orphan Fund Purse Session at the Annual Conference, Aberdeen.

*Circular No. 34/Ed./1936.* (To each branch secretary and education correspondent.) (a) Announcing a meeting of education correspondents present at the annual conference.

(b) Requesting note of items for inclusion in the agenda of the meeting.

(c) Stating that where the education correspondent of a branch is not attending the conference, the branch secretary or other representative will be welcome.

*Circular No. 35/1936.* (To each branch secretary.)

(a) Enclosing (i) lists giving vacancies at the Association's holiday centres and (ii) pamphlets setting out rates during early part of the year.

(b) Enclosing pamphlets giving details of continental holidays and stating that further copies are available.

(c) Regarding articles in NALGO colours.

*Circular No. 36/Con./1936.* (To each branch secretary.) Enclosing voting papers in connection with (i) the election of honorary officers for the year 1936-37 and (ii) the determination of the venue of the annual conference 1937.

### APRIL 30.

*Circular No. 37/Con./1936.* (To each branch secretary.) Regarding the completion of the voting papers in connection with (i) the election of honorary officers for the year 1936-37 and (ii) the determination of the venue of the annual conference 1937.

### MAY 1.

*Circular No. 38/Con./1936.* (To the members of the National Executive Council, the honorary officer of the Association, and appointed representatives of district committees, branches, sectional and professional societies.)

(a) Enclosing (i) conference handbook, (ii) form for reservation of entertainment and excursion tickets, (iii) form for notification of travelling arrangements.

(b) Requesting early completion of the form for reservation of entertainment and excursion tickets.

(c) Regarding travelling arrangements.

### MAY 5.

*Circular No. 39/BO/1936.* (To each branch secretary.) Regarding the Benevolent and Orphan Fund Purse Session at the annual conference.

*Circular No. 40/1936.* (To each branch secretary.)

(a) Enclosing further list giving vacancies at the holiday centres.

(b) Concerning the Mediterranean cruise.

### MAY 14.

*Circular No. 41/Con./1936.* (To the members of the National Executive Council, the honorary officers of the Association, and appointed representatives of district committees, branches and sectional and professional organisations.)

(a) Enclosing final conference agenda and division cards.

(b) Concerning the card voting.

(c) Requesting early return of entry forms for the competitions if not already attended to.

(d) Requesting immediate completion of form for reservation of entertainment and excursion tickets.

*Circular No. 42/Con./1936.* (To education correspondents and representatives attending the annual conference.) Convening the meeting of education correspondents at Aberdeen on June 2, 1936, and setting out the agenda for the meeting.

### IMPORTANT DATE.

June 24—Renewal premiums due on "NALGO" Household Insurance Comprehensive Bonus Policies.

### COST OF LIVING.

Below we give the average monthly percentage increase over the level of July 1914, in the cost-of-living index for the past six months: December, 47; January, 47; February, 47; March, 46; April, 44; May, 44. The percentage increases in each of the five groups on which the index figure is based are as follows:

|                  | Mar. | Apr. | May |
|------------------|------|------|-----|
| Food ..          | 29   | 26   | 25  |
| Rent ..          | 58   | 58   | 59  |
| Clothing ..      | 90   | 90   | 90  |
| Fuel and Light.. | 75   | 80   | 75  |
| Other Items ..   | 70   | 70   | 70  |

## NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS.

### APPOINTMENT OF DIVISIONAL SECRETARY.

Applications are invited for the position of Divisional Secretary for the North-Eastern and Yorkshire Districts. The salary will be in accordance with Grade C of the Association's Scale of Salaries (£400 per annum, rising by annual increments of £20 to a maximum of £500) and will be subject to a deduction of 5 per cent towards the Staff Superannuation Fund.

Applicants must be of good address, capable public speakers, and possess good organising ability. Preference will be given to those applicants who have had experience in the local government service.

A list of duties and scale of travelling allowances can be obtained from me.

Applications, stating age, present employment, and qualifications, accompanied by copies of three recent testimonials, to be received by the undersigned not later than June 20, 1936.

By order of the Council.

L. HILL,  
(General Secretary).

24, Abingdon Street,  
Westminster, S.W.1.

### NALGO APPROVED SOCIETY

The annual general meeting of the Nalgo Approved Society will be held on Friday, June 26, 1936, at 6.15 p.m. in the Grand Jury Room, Guildhall, Burton Street, Nottingham.

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## LOCAL GOVERNMENT SERVICE

*Editorial Offices: 24, Abingdon Street, Westminster, London, S.W.1. Telephone: Whitehall 9351 (6 lines). Contributions on topical Local Government problems are invited and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration. Authoritative local news on matters having more than a purely local interest is welcomed. Legal and other inquiries relating to Local Government will be answered promptly. All communications should be addressed to THE EDITOR.*

*Advertisement Offices: A. Darby's Advertising Service, 24-26, Water Lane, London, E.C.4, to whom all advertisement communications should be addressed. Replies to Box Nos. must be sent to A. Darby's Advertising Service. Telephones: City 6686 and 6687. Telegrams: Darbiads, Cent, London.*

# INTERNATIONAL PUBLIC ADMINISTRATION

IT is often said that ideas spring up simultaneously in different and unexpected quarters. But there is nothing unexplainable in the appearance in the "Christian Science Monitor" of Mr. Carter's article, "The Wide Horizon," about the time when the Zurich conference on training for the public service was being held.

Notwithstanding the modern system of substituting force and coercion for acquiescence as the basis of modern government, there are profound truths in the philosophy of government which cannot be wholly ignored if permanency and justice are to be valued. The article which we reprint on another page, with the permission of the editor of "The Christian Science Monitor," raises a question which we think has been adequately answered by the general secretary of N.A.L.G.O. at the Swiss conference, which, strangely enough, opened the day following the issue of the "Christian Science Monitor," in which appeared the particular article to which we are making reference.

That conference was the second of a series convened under the auspices of the Public Administration Clearing House, Chicago, and having as its objective the consideration of systems of training of public officers. The first meeting, composed mainly of American representatives, took place at Princeton, U.S.A., in June, 1935, and the second at Zurich in April last, when representatives of a number of nations were brought together to consider the report of the Princeton conference, and a special paper, prepared by M. Rene Didisheim, Advocate of the Court of Appeal and Secretary-Treasurer of the International Institute of Administrative Sciences, Brussels.

### The Need for Security

According to the preliminary report, which we have seen, there was the usual discussion and submission of a number of theories of recruitment and training, but Mr. Hill focused the mind of the conference on a very simple point, which must have a profound bearing upon the whole trend of the discussion of methods of post-entry training of public officers. Mr. Hill said: "It is not without feeling a little nervous that I put forward my last point, but I am convinced that we

ought to build only upon solid foundations. We will be wasting our time if we try to erect a public service upon the shifting sands of political changes. What distinguishes a public servant from the rest of the working population is the possession of certain qualities which cannot reveal themselves in any adequate fashion without security. A public officer who is prepared to give his best; to carry out any task entrusted to him, or to spend himself in studying the solution of a profound problem can get adequate encouragement only from the assurance that he has some form of security of office. I think that we would be doing much to help forward that standard of public administration which we have in mind, if we refuse to separate qualifications and basic conditions of employment; if we maintain that the latter is an essential to the encouragement of the right person with the precise qualification for the assumption of a public office. Finally, it would establish confidence among the "consumers" of public administration in the integrity and the impartiality of those who are the servants of the public, and would, in some measure, contribute to the 'bedding-down' of stable and confident communities. We ought to antici-

pate this result, even if it is yet a very distant objective."

### The "Plus" of Public Administration

We admit that there is a "plus," something that represents the science and the technique of public administration. So far as we can see, it is the historical and social background, which we may term social science, social and economic history, political theory and organisation, social statistics and phenomena, constitutional history, and comparative study; those are, in general terms, the kind of subjects which should be studied.

There are obviously certain special duties peculiar to the public service, for which there exists no private training; for example: the police, the firemen, etc., and in certain countries, hospital work. But, there is something above all this, something which represents the very gravamen of public administration. It may be difficult to teach it, but an effort should be made to do so. They are those qualities that are a handicap to a business man, but which are the "soul" of public administration.

### Contribution to World Peace

Another contribution to post-entry training, which is found to be invaluable in England, which we believe would be equally invaluable if it were developed, not only by other nations, but also at the international level, is the meeting in conference of men doing the same type of work in order to discuss technical and professional questions which interest them.

The National Association of Local Government Officers has taken its place with the international councils considering public administration problems, and we can see nothing which exceeds in importance the world-wide acceptance of universal standards governing the public services of all countries. As Mr. Hill said: "It would 'bed down' the communities of all nations," and we suggest it would make a bigger contribution to the peace of the world than any other form which has yet been tried. It may sound Utopian, but we believe that this is the genesis of a very important adjunct to the League of Nations, and one which will have a more far-reaching effect upon the lives of the peoples of all nations than almost any other international movement which has been conceived.

### NEXT MONTH'S ISSUE

APART FROM HEADQUARTERS PAGE AND NOTES OF THE MONTH, THE JULY ISSUE OF "LOCAL GOVERNMENT SERVICE" WILL BE WHOLLY DEVOTED TO THE REPORT OF THE PROCEEDINGS OF THE ANNUAL CONFERENCE, AND OUR OTHER REGULAR FEATURES WILL BE SUSPENDED UNTIL AUGUST.



### Whitley Councils

THE three employing bodies, viz., the County Councils' Association, the Association of the Counties of the Cities, and the Convention of Burghs, have now appointed their representatives to the committee to devise ways and means of giving effect to the resolution in favour of the setting up of Whitley Councils in Scotland for the local government service adopted at the conference of Scottish local authorities held in January last. The representatives are as follow: from the County Councils' Association—the Earl of Glasgow, the Earl of Elgin, Lord Polwarth, and Captain John C. Stewart; from the Association of the Counties of the Cities—Treasurer Brown, of Edinburgh, Bailie Andrew Hood, of Glasgow, Councillor Gillespie, of Dundee, and Treasurer Morrison, of Aberdeen; from the Convention of Burghs—Sir Henry Keith, of Hamilton, Lord Provost Nimmo, of Perth, Provost Rutherford, of Kirkintilloch, and Mr. John P. Morrison, town clerk, Paisley. A meeting of these representatives is likely to take place in the first week of June.

### North of Scotland Branch

The quarterly meeting of the branch was held at Inverness on April 30, when there was a good attendance, Mr. A. P. W. Bewglas presiding. It was reported that since the last meeting there had been a considerable increase in membership, and that the county staffs were now practically one hundred per cent strong. A new grading scheme had been adopted by Inverness Town Council, which included all the officials and members of the staff. With regard to the county superannuation scheme, the divisional secretary reported on certain interviews he had had, and some discussion took place. Mr. Thomas Stewart stated that he had issued a circular to members of the county staffs regarding the Association's scheme of group life assurance. A large number had agreed to enter the scheme, but more were still required to make up the necessary fifty to form a group. It was agreed that other staffs be approached on the subject. A very unusual request was submitted to the meeting. It came from a committee in Inverness for blood transfusion service, and asked that members of the Association volunteer to give donations of blood when called on. Mr. Stewart stated that one or two members of the county staff had already expressed their willingness, and it was agreed that we draw the attention of other likely members to the request from the committee.

### Stirling and District Branch

The branch executive met on April 21 under the chairmanship of Mr. John McMichael, the president of the branch. The question of the new grading scheme for the burgh of Stirling was raised, and the divisional secretary reported regarding the matter. After some discussion, it appeared that the only case calling for immediate action was that of the scale for the medical officer of health. It was agreed that the divisional secretary should take up this matter. The unsatisfactory nature of the county council scale, adopted a few years ago, was mentioned. Regret was

## Scottish Notes

### Superannuation Progress

expressed that there was still a fairly large proportion of the county staff still outwith membership, and it was agreed that those non-members be approached with a view to strengthening our hands before making representations on the subject. The divisional secretary briefly addressed the meeting on recent matters affecting the Association in Scotland.

### Dundee Branch

This branch continues to make excellent progress, and the membership in Dundee is now practically one hundred per cent strong. With reference to the divisional secretary's recent interview with the transport sub-committee regarding the wages of inspectors, intimation has been received that our application has been granted. On May 12 he had an interview with the appointments committee regarding the salaries of attendance officers. The sub-committee agreed to recommend that consideration of this application be deferred

## Change of Address

THE SCOTTISH OFFICE HAS NOW BEEN REMOVED TO 67, WEST NILE STREET, GLASGOW, C.I. WILL BRANCH SECRETARIES AND OTHERS KINDLY NOTE THIS CHANGE OF ADDRESS?

for six months, so that the whole matter may be carefully gone into and a report obtained on the subject.

### Lanarkshire

Several meetings have taken place of the sub-committee appointed to go into the question of complaints regarding the grading scheme. A memorandum on the subject has now been sent to the county council. An interview with the county council is to take place on May 20, but these notes are being written a few days before the interview. The applications made to Hamilton Town Council for a grading scheme and a superannuation scheme were before last meeting of the town council, and were remitted to the finance committee for consideration.

### Superannuation

The Dundee scheme and the Falkirk scheme come into operation on May 15. In our last issue we reported fully about Dundee scheme, but gave no details of that adopted by Falkirk. Falkirk, however,

has, like Dundee, passed a resolution giving 80ths for non-contributory service. Cases of special hardship may receive more favourable consideration. Dumfries Town Council has also passed a resolution adopting a scheme, but the confirming meeting has not yet been held. The divisional secretary had an interview in Dumfries regarding the scheme and the rate to be paid for non-contributory service. The convener of the committee seemed favourably disposed to the proposals made on the subject. Kilmarnock Town Council is proceeding with a scheme, and has instructed a special meeting to be convened for its adoption. Perth Town Council at its last meeting decided to get an actuarial report. We regret that our application to Perth County Council for the adoption of a scheme has not met with success. In Inverness County Council the necessary two-thirds majority was barely reached, the voting being 25 for adoption and 16 against. This was hard luck. It has become known that a compulsory measure is likely to be passed next session, and some councillors seem to prefer compulsion. The newspaper reports of these council meetings make sorry reading, and one is amazed at the short-sighted views expressed by men holding responsible positions.

### Registrars and Superannuation

At a recent meeting of the Scottish Registrars' Association it was decided to ask that registrars be included in the proposed compulsory Bill. Officials of the Association called on the divisional secretary with regard to this matter, when he pointed out that the chief difficulty arose with regard to registrars paid by fees. The registrars are to submit a memorandum on the subject.

### Renfrewshire (Paisley and District) Branch

Paisley Town Council has now acceded to our request to grant annual increments of £10 in place of £5 to the grade for meter inspectors in the electricity department. This brings the annual increments into line with the increments of other grades.

### Summer School

Those intending to be present at the summer school at St. Andrews should enrol without delay. The last date fixed in the syllabus is June 3, but it appears at the date of writing that we shall be able to receive enrolments up till June 10, for we have still a number of places to fill. It is amazing how few, compared with our membership in Scotland, take advantage of the splendid facilities which the school offers. We are housed in a beautiful building, where every student has a bed-sitting-room to himself, the public rooms are splendidly equipped, and the food supplied is excellent. The sociability of the students has been a pleasure to behold, and fine friendships have been made there. It is no wonder that those who have experienced the pleasure of attending the school come back year after year. Members who can get away for the last week of June should not hesitate to spend that week at St. Andrews. Full information can be obtained from the secretary to the school, Mr. J. M. Mortimer, 67, West Nile Street, Glasgow, C.I.



## DINNERS

The first annual dinner of the **Cardiganshire** Branch was held at the Queen's Hotel, Aberystwyth, on April 25.

Proposing the toast of the "Association," Mr. E. L. Horsfall Turner, Town Clerk of Aberystwyth, cited several instances where a strong Association was necessary to ensure that the legitimate grievances of officials should receive proper consideration, and referred to the need for greater security of tenure. Mr. Turner stressed the desirability of salary scales and grading, and the need, both for the sake of officials and councils, for avoiding the necessity for officers to apply for increases in salary. The Association was doing a great deal to improve conditions, and should have the active support of every officer. Responding to the toast, Mr. J. E. N. Davis congratulated the officials of the Cardiganshire County Council, and the County Council on the recent adoption of a superannuation scheme. Referring to the high ideals of the Association, Mr. Davis said it was reasonable if officials gave loyal and efficient service that they should be assured of decent conditions of service.

Mr. H. J. Lewis, M.A., Director of Education, Cardiganshire, in proposing the toast of the guests, expressed great pleasure at the presence of Mr. D. Owen Evans, M.P.

Replying to the toast, Mr. D. Owen Evans, M.P., said he was privileged to be the guest of the Association, which he regarded not only as a useful but a necessary organisation. No council ought to object to an Association such as N.A.L.G.O. Local authorities spent millions of pounds, and that being so, officers should be well qualified for the duties of the service. It was necessary to have the best men, fully and suitably trained to carry out their very important duties. Unfortunately, persons were still appointed to the service who had never been equipped or trained for their offices. It was vital to maintain the standard of efficiency. Instead of getting less important, local government work would grow and new duties would be thrust on the officers.



Mr. W. O. D. JONES

## PRESENTATIONS

Mr. W. O. D. Jones, his Majesty's inspector of registration, retired at the end of March, and the Liverpool registration officers presented him with a barograph barometer, suitably inscribed, as a gift from the registration officers of Liverpool North and Liverpool South.

Mr. Jones said that never before had he known a Government inspector to receive a presentation; and the gift would not only be useful but instructive and interesting, and would be consulted many times a day.

## Camaraderie

Mr. Gordon Hughes, secretary of the **Llanudno** Branch for five years, was presented with a chiming clock and leather suitcase at a hot-pot supper held on the eve of his departure to take up an appointment with the County Borough of Reading. Mr. W. T. Ward, president of the branch, made the presentation and paid high tribute to Mr. Hughes' splendid efforts on behalf of the Association, and in so doing was echoing the feelings of every member.

The officials of the **Long Ashton** Rural District Council have made a presentation of a canteen of cutlery to Mr. Basil Barker, the second sanitary and housing inspector, on the occasion of his marriage. Mr. Barker, who comes from Rugeley, Staffs, was with the rural district council of Rochford and of Hendon (now Harrow U.D.C.) before coming to Long Ashton in September, 1933.

## SPORTS

**High Wycombe** Branch has been successful in winning the Southern District Football Cup for the first time. Its record in the competition is as follows:

1st Rd, Oxford County Council—scratched.  
2nd Rd, v. Reading (away) 6—2.  
Semi-Final v. Swindon (home) 1—0.  
Final, v. Hants. County Council 7—4.

As the High Wycombe Branch has only a membership of 54, its success is no mean achievement.

As winners of the Southern District competition, the Branch challenged **East Ham** Branch, winners of the Metropolitan District competition. This match resulted in a win for East Ham 2—1. After this game the teams and friends sat down to supper, presided over by the Mayors of East Ham and High Wycombe.

**Newport** Branch Bowls Club is now in its third season, and has 68 members. Twenty-six matches have been arranged, and three competitions are in progress, including one for a tankard to be presented by A. Nichols Moore, Esq., president of the branch.

A trophy for annual competition between Newport and Cardiff Corporations and officials has been put up by the Lord Mayor of Cardiff (Alderman G. Fred Evans, J.P.) and Councillor E. W. King, president of the Newport Club, both of whom are keen bowlers.

An inter-departmental football competition was arranged by the **Staffordshire** County Officers' Branch, for which the president and vice-presidents of the branch presented a silver challenge cup.

The final match between the County Education Department and the County Surveyor's Department took place on April 23 before a large and enthusiastic crowd. A very fine game was witnessed in which the County Surveyor's Department proved rather the stronger team and eventually ran out worthy winners by 3—0, although the Education Department played a very good and sporting game.

The result of the first round of the Nalgo Correspondence Chess Competition, 1935-36, is now completed, and is as follows:

Section "A": **Hastings** (winners), 15 points; Swindon, 10 points; P.L.A., 7 points; Battersea, 4 points.

Section "B": **Ipswich** (winners), 9 points; L.C.C., 7 points; Salford, 2 points.

The final match between Hastings and Ipswich is now being commenced, both branches having been notified of the above results.

## NEW JOURNALS

**Newbury and District** Branch may be small, but it is keen, and, if the first issue of "Miscellanea" be any criterion, it possesses some outstanding talent in the literary field. To start off with a thirty-two-page issue needed some courage, and to set such a high standard was optimistic, but may the Editor and his assistants prosper in their endeavours to provide a link between the executive and the "rank and file."

**Wandsworth** Branch journal, which has just seen the light of day, should be more than useful, for the various departments are widely dispersed over the borough, and, consequently, the officers suffer from the handicap of not being in close touch with one another. Editor Jones obviously appreciates this fact, for he has made the first issue as interesting and as varied as any member could wish, and the journal should prove to be a great asset in making the staff better known to each other.

## PERSONAL

Mr. James Glover, deputy-clerk to the West Derby Area Assessment Committee, has just been promoted to the position of clerk in place of Mr. G. W. Coster, who, as reported on another page of this issue, has retired on superannuation. For some years Mr. Glover has been a member of the Liverpool Branch Executive Committee, and he has also interested himself in the recreation and social activities of local government officers in the Liverpool district, the success of the Local Government Officers' Sports Club being in no small measure due to his influence. May he have many years of successful and happy administration.



Mr. C. ANGUS

The appointment is announced of Mr. Charles Angus to the position of chief officer of the Glasgow Fire Brigade. A member of the Association, like all of the other officers of this brigade, Mr. Angus was formerly fourth officer. He joined the fire service in 1905, was promoted station officer in 1924, superintendent in 1929, and fourth officer, or senior superintendent, in 1935. Mr. Angus was awarded the Glasgow Corporation medal for bravery in attempting to save the life of a child at a fire. He is 52 years of age.

## OBITUARY

It is with deep regret that we have to report the death at the early age of 29 of Mr. A. G. Flintoff, deputy town clerk of Barnsley, and joint honorary secretary of the Barnsley Branch. Mr. Flintoff served his articles with the late Mr. J. Moore Hayton, town clerk of South Shields. Later, he took up a post in the town clerk's office at Swansea, and just over two and a half years ago, he transferred to Barnsley. Mr. Flintoff appeared to have a brilliant career in front of him, and his death came as a terrible shock to all those with whom he came in contact. We extend to his wife and family our deepest sympathy.





# Farewell!



**Dr. A. WOTHERSPOON**

Dr. A. Wotherspoon, the immediate past president, is medical officer of health for Stoke-on-Trent, a position which he has held since 1926. The son of the late Dr. T. A. Wotherspoon, J.P., he is native of Brampton, Cumberland, where he was born in 1890. He was educated at Durham School and later at Edinburgh University, where he took his M.B. degree. After five years in general practice he was appointed assistant tuberculosis officer at Newcastle-on-Tyne, having meantime obtained his diploma in public health. He has been in the service of the Stoke-on-Trent Council since 1921. For a year he was assistant tuberculosis officer and was then promoted to the position of tuberculosis officer, being subsequently appointed deputy medical officer of health. He has been associated with several medical organizations, including the British Medical Association, the Society of Medical Officers of Health, the Royal Sanitary Institute, and the North Staffordshire Medical Association.

Mr. F. R. Finch was born in 1876 and, after being educated at a board school, entered the office of a local solicitor who was clerk to the school board, local board, and burial board for Teignmouth and registrar for births, deaths, and marriages. Mr. Finch secured a post at Willesden in 1903, and is now deputy director of education. He has been a member of the council since 1924, except for a very short break of a few months; he is the Association's representative on the London "Safety First" Council; he has represented the Association on the National Council of Social Service. He has represented Willesden on the old Metropolitan Association and on the Metropolitan District Committee without a break since 1905, being honorary secretary for two years, president in 1934, and chairman for the past 12 years. He was also chairman of the general purposes committee for three successive years. He has also served, at various times, as honorary secretary, chairman, and president of the Willesden Branch. Aberdeen will be his twentieth and last conference. Mr. Finch spent an enormous amount of time in drafting the rules, examining and submitting in concise form the recommendations of the branches and his assistance was invaluable to the Council in determining the new constitution of the Association which was adopted by the annual conference, 1926, and which, with slight amendments, has remained in operation ever since.



**Mr. F. R. FINCH**



**Mr. H. BEGG**

Mr. H. Begg has been a member of the National Executive Council since 1921, and a trustee of the Association since 1923. He has also been chairman of the Lanarkshire Branch since its inception in 1913, and chairman for many years of the Scottish District Committee. It is nearly 50 years since Mr. Begg qualified as a veterinary surgeon. For 23 years he was in private practice and for 26 years he was the county veterinary inspector for Lanarkshire, retiring from that office at the end of June, 1935. When it was known that he was to retire, he was prevailed upon to become professor of parasitology, pestology, etc., at the Glasgow Veterinary College, room having been made for its intensive teaching by an extension of the curriculum to five years. In 1926, Mr. Begg donated a cup to the Association for an annual bowls tournament, which is held during the period of the annual conference.

On the creation of the public health and housing department of the Lancashire County Council, Mr. J. E. Gee (who retired from the service at the end of May), together with the late Dr. Edward Sergeant, the first county medical officer of health, comprised the medical and public health staff of the County Council. To-day the Council's medical, nursing, inspectorial, administrative, clerical, etc., staff, numbers several hundreds. Mr. Gee held the position of principal clerk to the public health committee and county inspector for the administration of the Shops Acts. He was elected on the National Executive Committee in 1919, and with the exception of an odd year or so, has been a member ever since. He was one of the Association's representatives on the National Whitley Council, whilst that body existed. He has been a member of the Lancashire and Cheshire Provincial Whitley Council since its formation sixteen years ago, and a member of the North Western District Committee and many of its sub-committees. In 1907-8 he was responsible for the formation of the Lancashire County Officers Branch and was its first secretary, afterwards being chairman for a period of seven years.

Mr. Gee, in the Association's early days, undertook a good deal of pioneer work amongst county council staffs. He initiated the special meeting of representatives of county branches which, for many years, has been held in the conference towns, and has acted as convenor and chairman throughout.

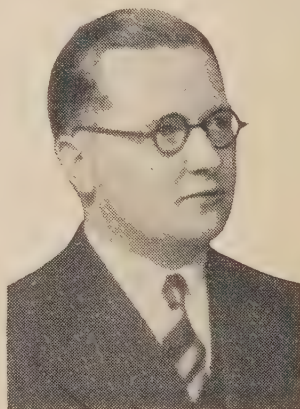


**Mr. J. E. GEE**



**Mr. E. H. SCARLETT**

Mr. E. H. Scarlett is on the staff of the Town Clerk, Norwich (Administrative Section), and is joint honorary secretary of No. 8 District Council for the Electricity Supply Industry, and of No. 8 District Board for members of staff. He has been a member of the Council since 1930; honorary secretary of Eastern District Committee since 1929, and a member of that committee since 1923. He was also honorary secretary of the Norwich Branch from 1924 to 1931.



**Mr. W. A. SHEE**

Mr. W. A. Shee county public assistance officer of Gloucestershire, commenced his official career as junior assistant clerk to the Portsmouth Board of Guardians. In 1925 he left Portsmouth as fourth assistant clerk to take up the position of third assistant clerk to the Tonbridge Union and Rural District Council. He was appointed first assistant clerk to the Tonbridge Union in 1927, deputy clerk in 1928 and following the passing of the Local Government Act, 1929, deputy public assistance officer for the County of Kent.

Mr. Shee has been an active member of Service associations. Prior to 1930 he was hon. secretary of the Kent Branch of the National Poor-Law Officers' Association and was a member of the National Executive Council of that



**Mr. HARRY MORRIS**

organisation at the time of the fusion with the National Association of Local Government Officers.

He was vice-chairman of the Executive Committee of the Kent Branch from 1930 to 1932, and chairman from 1932 to 1935. For a period of six years he has represented the Guild on the South Eastern District Committee and recently was elected to the National Executive Council. He is a member of the Board of Management of Logomía.

Mr. Harry Morris, chief clerk for higher education, Swansea, was educated at Swansea Municipal Secondary School, and after joining the staff of the Swansea Education Department in 1914, he served with H.M. Forces (R.F.A.) from 1914 to 1919. He was secretary of Swansea Branch for 12 years, and he is a representative on staffs' side of joint advisory committee of Swansea Corporation; a member of South Wales and Monmouthshire District Committee, and of its executive committee.

Mr. Morris was elected a member of National Executive Committee in 1932, when only 34 years of age. He was admitted a member of the Honourable Society of the Middle Temple in 1934, and is now reading for the Bar.



## *Movement of Members*

Mr. W. Hasham, Dagenham U.D.C., to Engineering Assistant, Bebington U.D.C.  
 Mr. G. R. Duck, Southend-on-Sea, to Chief Assistant Accountant, Paignton U.D.C.  
 Mr. L. C. Fowler, Hammersmith M.B.C., to Battersea M.B.C.  
 Mr. A. J. Storer, Barking B.C., to Sanitary Inspector, Wanstead and Woodford U.D.C.  
 Mr. G. W. A. Gurney, Battersea M.B.C., to Valuation Assistant, Croydon C.B.C.  
 Mr. A. J. Spong, Wandsworth M.B.C., to Clerk, Lambeth M.B.C.  
 Miss Fawcett, Willesden B.C., to Superintendent Health Visitor, Barking B.C.  
 Mr. S. F. Thorne, Luton B.C., to Oldbury B.C.  
 Mr. H. D. A. Robertson, Morecambe, to Deputy Town Clerk, Bury.  
 Mr. V. Longbottom, Ramsbottom, to Sewage Works Manager, Buxton.  
 Mr. D. Haslam, Dagenham, to Engineering Assistant, Bebington U.D.C.  
 Mr. S. Bowran, Wakefield, to Chief Accountancy Assistant, Bebington U.D.C.  
 Mr. W. Kilvington, Lancaster, to Engineering Assistant, Morecambe.  
 Mr. A. S. Bateman, Morecambe, to Engineering Assistant, Brighton.  
 Mr. R. Crompton, Nelson, to Somerset Rivers Catchment Board.  
 Mr. V. G. Gilham, Nelson, to Architectural Assistant, Southend.  
 Mr. E. E. Wilson, Wigan, to Inspector of Weights and Measures, Newcastle-on-Tyne.  
 Mr. T. Whalley, Birkenhead, to Borough Treasurer's Office, Widnes.  
 Mr. A. Hope, Shoreham, to Engineering Assistant, Padiham U.D.C.  
 Mr. A. E. Parry, Glossop, to Surveyor, Northam U.D.C.  
 Mr. H. Parry, Birkenhead, to Audit Department, Middleton.  
 Mr. G. Hughes, Llandudno, to Assistant Inspector of Highways, Reading.  
 Mr. G. O. Axon, Manchester, to Public Health Department, Chipping Sodbury.  
 Mr. J. Ruscoe, Middleton, to Treasurer's Department, Salford.  
 Mr. H. W. Nowell, Ince-in-Makerfield, to Sanitary Inspector, Bolton.  
 Mr. E. W. Fryer, West Lancs, to Assistant Surveyor, Wirral U.D.C.  
 Mr. A. B. Glasspool, West Lancs, to Clerk to Council, Saddleworth U.D.C.  
 Mr. T. Allwood, Shipley, to Sanitary Inspector, Lincoln.  
 Mr. S. Bowran, Wakefield, to Chief Accountancy Assistant, Bebington U.D.C.  
 Mr. H. S. Buttle, West Hartlepool, to Weights and Measures Inspector, Wigan.  
 Mr. H. Donington, Halifax and District, to Engineering Assistant, York City.  
 Mr. A. E. Dunning, Wakefield, to Chief Clerk, Worthing Borough.  
 Miss K. Finnigan, West Riding, to Surveyor's Department, Kent C.C.  
 Mr. Frank Hinchliffe, Huddersfield, to Master's Second Clerk at Driffield, East Riding C.C.  
 Mr. J. Hurley, Halifax, to Sewage Engineer, Wolverhampton.  
 Mr. S. Ibbotson, Wakefield, to Committee Clerk, Greenwich M.B.C.  
 Mr. W. Ingham, Dewsbury, to Architectural Assistant, Kesteven (Lincolnshire) C.C.  
 Mr. P. Lambert, Wakefield, to Accountant, Thorne R.D.C.  
 Mrs. Milburn, Batley, to Health Visitor, Chester.  
 Mr. A. W. Nettleton, Huddersfield, to Chief Town Planning Assistant, Worcester C.C.  
 Mr. A. H. Nicholson, Bingley, to Assistant Gas Engineer, Colne.  
 Mr. Philip Pickard, Huddersfield, to Surveying Assistant, Derby C.C.  
 Mr. E. W. Raby, Bingley, to Borough Treasurer, Heywood Corporation.  
 Mr. G. H. Renwick, Rotherham, to Engineering Assistant, Watford.  
 Mr. T. W. Tindall, Hull, to Sanitary Inspector, Newmarket R.D.C.  
 Mr. G. A. Tranter, Tynemouth, to Chief Rating and Valuation Officer, Scarborough.

Mr. J. E. Webster, West Riding, to Second Clerk, St. Luke's Hospital, Huddersfield.  
 Mr. J. E. Campbell, Dewsbury, to Clerk in Electricity Department, Ilkley U.D.C.  
 Mr. W. L. Brown, Plymouth, to Sanitary Inspector, Ipswich.  
 Mr. W. Wilson, Banbury, to Deputy Clerk, Haslemere U.D.C.  
 Mr. D. Sutton, Hove, to General Assistant, Worthing.  
 Mr. D. S. F. Williams, Bognor Regis, to Assistant Surveyor, Highworth R.D.C.  
 Mr. Norman Smith, Hove, Sanitary Inspector, Kingston-on-Thames.  
 Mr. A. Oxley, Hove, to Building Inspector, Lewes B.C.  
 Mr. J. W. Tilzey, Devon C.C., to Surveyor's Department, Kesteven C.C.  
 Mr. D. Rowe, Devon C.C., to Agricultural Assistant, Somerset C.C.  
 Mr. G. D. Stevenson, Devon C.C., to Agricultural Instructor, Isle of Ely C.C.  
 Mr. and Mrs. Caradine, Devon C.C., to Master and Matron, Hants. C.C.  
 Mr. A. Hope, Shoreham (Br.), to Engineering Assistant, Padiham U.D.C.  
 Mr. J. R. Hall, Wantage U.D.C., to Assistant Surveyor and Sanitary Inspector, Saltburn and Marske U.D.C.  
 Mr. W. G. H. Thirkill, Newbury, to Assistant Surveyor, Hambleton R.D.C.  
 Mr. K. E. C. Haffenden, Newbury, to Clerk in Borough Surveyor's Department, Chippenham R.D.C.  
 Mr. R. Matheson, Bognor Regis, to Building Inspector, Leamington Spa.  
 Mr. F. T. Cornhill, Canterbury C.B., to Engineering Assistant, Ware U.D.C.  
 Mr. J. Harris, Canterbury C.B., to Accounts Clerk, Maidstone B.C.  
 Mr. J. E. Jones, Weymouth, to Engineering Assistant, Gosport.  
 Mr. E. L. Bowen, Weymouth, to Bury St. Edmunds.  
 Mr. Parkhouse, Weymouth, to Engineering Assistant, Torquay.  
 Mr. E. P. Blagrove, Hastings, to Junior Engineering Assistant, Torquay.  
 Mr. T. A. Knight, Brentford and Chiswick U.D.C., to Storekeeper, Middlesex County Council (Royden Works).  
 Mr. J. Johnson, Brentford and Chiswick U.D.C., to Building Inspector, Coulsdon and Purley U.D.C.  
 Miss J. Smith, Islington M.B.C., to Library Assistant, Finsbury M.B.C.  
 Miss E. H. Duggan, Islington M.B.C., to Library Assistant, Finsbury M.B.C.  
 Mr. T. J. Purvey, Friern Barnet U.D.C., to Rates Clerk, Ruislip-Northwood U.D.C.  
 Mr. F. C. Scott, Wembley U.D.C., to Engineering Assistant, Ealing B.C.  
 Mr. J. W. Barker, Wembley U.D.C., to Engineering Assistant, Watford B.C.  
 Mr. H. E. Gilbey, Bedford C.C., to Sanitary Inspector, St. Faith's and Aylsham R.D.C.  
 Mr. H. J. Harrison, Feltham U.D.C., to the City of London.  
 Mr. A. Coulter, Blofield and Flegg R.D.C., to Sanitary Inspector, Ketton R.D.C.  
 Mr. A. B. Holloway, Islington M.B.C., to Sanitary Inspector, West Ham C.B.C.  
 Mr. S. F. Tompkins, Luton B.C., to Assistant General Foreman, Ealing B.C.  
 Mr. William Johnson, Luton B.C., to Sanitary Inspector, Chatham B.C.  
 Mr. W. H. Gimson, Woolwich M.B.C., to Islington M.B.C.  
 Mr. A. S. North, West Ham C.B.C., to London C.C.  
 Miss F. M. Wileman, Hendon B.C., to Children's Librarian, Paddington M.B.C.  
 Mr. W. Hammond, Chingford U.D.C., to Assistant Building Inspector, Orpington U.D.C.  
 Mr. E. Marlton, Chingford U.D.C., to

Assistant Building Inspector, Orpington U.D.C.  
 Mr. L. Buckle, Lambeth M.B.C., to Clerk, Wembley U.D.C.  
 Mr. H. M. Stonehouse, South-West Herts Branch, to Engineering Assistant, Great Yarmouth C.B.C.  
 Mr. H. W. Potter, South-West Herts Branch, to Engineering Assistant, Stoke-on-Trent.  
 Mr. G. F. Greenwood, South-West Herts Branch, to Cleansing Superintendent, Luton B.C.  
 Mr. E. J. Warren, Southend-on-Sea C.B.C., to Junior Assistant, Quantity Surveyor, Essex C.C.  
 Miss E. K. Sibson, Bedfordshire C.C., to Relief Sister, Hambledon Infirmary, Surrey C.C.  
 Mr. R. C. Matthews, Luton B.C., to General Clerk, Finance Department, Peterborough B.C.  
 Mr. T. A. King, Clacton-on-Sea U.D.C., to Engineering Assistant, Hornsey B.C.  
 Mr. D. Mills, Clacton-on-Sea U.D.C., to Clerk, Brentwood U.D.C.  
 Mr. E. W. Carter, Esher, to Assistant Solicitor, Hammersmith M.B.C.  
 Mr. S. O. Schofield, Southgate B.C., to Senior Accounts Clerk, Winchester B.C.  
 Miss D. Donkin, Southgate B.C., to Health Visitor and School Nurse, Whitehaven B.C.  
 Mr. F. Grundy, Teddington U.D.C., to Surveyor's Department, West Riding C.C.  
 Mr. S. O. Grimsdick, Epping Forest Branch, to Engineering Assistant, Exeter C.B.C.  
 Mr. H. L. Snowden, Lewes Branch, to Sanitary Inspector, Kirby-in-Ashfield.  
 Mr. J. A. McKinnon, West Sussex C.C., to Veterinary Officer, Herefordshire.  
 Mr. C. Laycock, Oxted, to Engineering Assistant, Middlesex C.C.  
 Mr. R. Bell, Portsmouth, to Town Planning Assistant, Hampstead Met.  
 Mr. B. E. G. Mead, Shoreham-Southwick Branch, to Building Inspector, Worthing B.C.  
 Mr. Davey, Kent C.C., to Clerk, East Sussex C.C.  
 Miss P. M. Bucknell, Tunbridge Wells, to Health Visitor, Fulham.  
 Mr. K. P. Brown, Berks C.C., to Deputy Surveyor, East Suffolk.  
 Miss M. A. Corry, Reading, to Assistant Librarian, Leicester.  
 Mr. J. H. Parker, Oxfordshire C.C., to Brackley R.  
 Mr. A. Lane, Oxfordshire C.C., to Dorking and Horley R.  
 Mr. A. M. Stenning, Oxted, to Engineering Assistant, Surrey C.C.  
 Mr. R. T. Cosgrove, Farnham, to Baths Superintendent, Stonehaven.  
 Miss E. Baldwin, Devon C.C., to Nurse, Public Assistance Department, Kent C.C.  
 Mr. J. C. Hanks, Plymouth, in Weights and Measures Department, Hereford.  
 Miss M. H. Evans, Devon C.C., to Nurse, Public Assistance Department, Kent C.C.  
 Mr. H. A. Bingley, Derbyshire, to 1st Class Clerk, Public Assistance Department, Warwick C.C.  
 Mr. G. E. Boucher, Cardiff, to an appointment under the Surrey C.C.  
 Mr. T. A. Brown, Wolverhampton, to Assistant Vocational Guidance Officer, Kent C.C.  
 Mr. H. W. Miller, Stafford, to Chief Financial Officer, Haltemprice U.D.C.  
 Mr. L. E. Saunders, Stafford, to Chief Financial Officer, St. Austell U.D.C.  
 Miss F. L. Gray, Merthyr Tydfil, to Health Visitor, Plymouth.

Correction of notice of transfer in last edition of "Local Government Service."

Mr. F. G. Trotman is the **Engineer-in-Charge of the Refuse Disposal Works and Cleansing Depot**, Wembley Urban District Council, and not the Engineer, Sewage Works.



# General Literature

By JONAS PRAPS

## Belief

Forsaking his garden path and village in a valley, Beverley Nichols in *"The Fool Hath Said"* (Cape, 7s. 6d.) faces facts concerning the Christian faith, scrutinizing the pros and cons. Finally, accepting its truth, he sets about applying it to War, Sex, Money, etc.

## History

M. Funck-Brentano, in *"The Renaissance"* (Bles, 10s. 6d.), provides the average reader with an outline of the period commencing with the 15th century and ending with the French Revolution. He shows "how in art, in culture, in religion, etc., we are the children of the Renaissance and the Revolution."

The history of the two hundred years (14th to 16th centuries) during which the fortunes of France were largely controlled by the *"House of Orleans"* is well told by M. Coryn in the book bearing that name (Barker, 12s. 6d.). There are many moving scenes and graphic details of battles with the same subtle survey of character the author displayed in *"Black Mastiff"*—the story of Bertrand du Guesclin.

## In Lighter Vein

Miss G. B. Stern's *"Monogram"* (Chapman and Hall, 12s. 6d.) is a series of dainty essays in lighter vein arranged under three headings. — Edinburgh, Princes Street, the employees of a silversmith, all service men, their business life, and the home life of two or three in particular make up the theme of a rather quiet story which belies the fierce appearance of the figure on the jacket of *"Old Soldier,"* by F. Niven (Collins, 7s. 6d.). — There are always strange characters in Stella Gibbons' books, and *"Miss Linsey and Pa"* (Longman, 7s. 6d.) is no exception. Failure in business results in their coming to London and living frugally below-stairs. Some may think Pa and his lunatic, bird-fancier friend, Dickens, overdone, but Miss Gibbons can tell a story. — J. G. Cozzens, in *"Men and Brethren"* (Longmans, 7s. 6d.), tells of the dealings of a very broad-minded clergyman in a big city in the States, and of his unorthodox methods of dealing with wayward men and women. A fine character study.

## Travel

*"Seas and Shores of England,"* by Edmund Vale (Batsford, 7s. 6d.), is not the regulation type of guide-book to seaside resorts, but a description of the "seaboard" of England, its charm, its historical and other associations. The illustrations add considerably to its delight. — Carel Birkley's *"Thirstland Treks"* (Faber, 18s.) is an excellent account of his travel experiences in Southern Africa (Bushmanland, Namaqualand, Namib, and Kalahari)—"the country of diamonds, deserts, droughts, and death." He was born in the neighbourhood, and is now on the staff of a South African newspaper.

A pleasant hour or two may be spent in following the roaming of Percy M. Clark in *"The Autobiography of an Old Drifter"* (Harrap, 10s. 6d.). He has an intimate knowledge of Southern Rhodesia and a ready way of recounting his varied experiences. — Life in Kenya Colony as lived by a police officer in the early part of the 20th century when it was known as British East Africa was an affair of continuous adventure, calling for quick decisions in emergencies. Major Foran, in *"A Cuckoo in Kenya"* (Hutchinson, 18s.), tells the story of the five years he spent as a police officer. — Fate seemed dead against the explorers in West-Central Australia who set out to re-locate a gold reef through what one of the party termed a "cheerful land, flowing with mulga and sand and white ants," ending in the lone death of the discoverer. *"Lasseter's Last Ride,"* by Ion L. Idriess, is an epic account of their experiences.

## Biography

J. D. Griffith-Davies gives an interesting record of a King's reign in *"George the Third"* (Ivor Nicholson, 21s.). His personal character is aptly stated, as well as the difficulties of controlling, mollifying, or suppressing Ministers of State and unruly children. — Mr. Geo. W. Houghton is a journalist with a flare for globe-trotting. *"The Adventure of a Gadabout"* (Selwyn and Blount, 10s. 6d.) is a light and airy account of the people he has met, gossiped with, and sometimes caricatured—people of all classes in many parts of the world. — *"Letters From Prison"* (Lane 12s. 6d.) are not likely to be very bright. Ernst Toller was sentenced to five years' imprisonment for his share in the Bavarian Revolution of 1919. His only associates were his warders. The book consists of notes, extracts from letters, and a number of poems. They are far from cheerful, but breathe the soul of the man.

## SPECIAL BOOK OFFER

The April issue of "Political Quarterly" is a special Civil Service number containing a number of articles by well-known authorities on the various aspects of the Civil Service, including a thought-provoking article by Sir Ernest Simon on the "Local Government Civil Service." The usual price of this quarterly is 5s., but, as the proprietors felt that this issue would be of more than ordinary interest to members of N.A.L.G.O., they are prepared to supply copies at 3s. per copy, provided more than 12 copies are ordered. Any member who wishes to purchase a copy should inform the General Secretary, N.A.L.G.O., 24, Abingdon Street, Westminster, S.W.1, not later than Saturday, June 20, 1936. Immediately after this date, the orders will be sent on to the proprietors, who will dispatch the copies direct to the members and render their account at the same time.

(Continued from 514.)

the concern of every member. Branches, districts, and the National Executive Council are formed to concentrate and consolidate matter and material coming within our constitution.

The amount of time given to work done voluntarily is enormous, and conference is the place to say thank you in no uncertain manner. I hope you will do so.

I think the officials of the Association should also be told how much we value their efforts to give effect to our aims and aspirations.

In the general secretary we have a man of national and international importance. The honours mentioned last June have been conferred, and were merited.

The legal secretary, who is now also the deputy general secretary, is a great asset to this Association, as he was to the National Poor Law Officers' Association before amalgamation.

To the accountant, secretaries, divisional secretaries and all assisting them our thanks are due for interest maintained and services rendered.

I would like to make one special reference, and that is to the cessation from activity of our faithful friend, Mr. Fox, the late organising secretary.

I am sure I am voicing your sentiments when I say how much we regret the cause of his retirement after an extended and particularly useful service, and we hope his health will permit him for a long time to obtain and enjoy all he desires.

Mr. Swinden, the divisional secretary from the North-Eastern and Yorkshire Districts, has been appointed to succeed Mr. Fox.

The retirements from the National Executive Council are not ordinary this year in the sense that several of the members are going out on superannuation after having been loyal workers on the council over a period of many years. I feel that I should give special mention to Mr. Hugh Begg, who has been a member of the council since 1921 and a trustee since 1923; Mr. F. R. Finch, who has been actively connected with the Association since its inception, has been a member of the council since 1924 and chairman of the Metropolitan District Committee since 1924; and Mr. J. E. Gee, who was first elected to the council in 1919 and, with the exception of a year or two, has been a member ever since.

One cannot let them pass out without expressing to them grateful thanks for all that they have done for us and for the local government service generally, and of wishing them a long and happy retirement.

Dr. Wotherspoon, our immediate past president, is not seeking re-election, and, in saying "au revoir" to him, I think we should tell him how much we appreciate the valuable work which he has performed on our behalf, particularly during the year of his presidency.

## AN APOLOGY

In the "Causerie" March issue we published a paragraph under the heading "N.A.L.G.O. in its Place," dealing with the report of a special committee at Skegness. It has since been pointed out to us that this paragraph has caused a wrong impression, because certain of the officers at Skegness have been adversely affected by the decisions of the special committee. We apologise for having conveyed this impression.



# Home Gardening

By WALTER P. WRIGHT

Author of "Roses and Rose Gardens," "Alpine Flowers and Rock Gardens,"  
"The Wright Encyclopedia of Gardening," etc.

I WONDER if most of my readers are alive to the fact that there are now available some very large and richly marked types of Viola-Pansy; types in which the compact Viola habit and the large showy bloom of the "Fancy" Pansy are combined? It is so. Early in May I met with one, the flower of which, a lustrous velvety blue, was of huge size and perfect shape, while the habit was dwarf and tufty. The variety being thus a hybrid of great merit, I promptly took it to a neighbour with the object of showing him the sort of thing he should be on the look-out for, only to be led to one of his beds and asked to take note that he had several varieties of precisely similar habit and quality of bloom, but displaying greater diversity of colour! He had obtained seed from a specialist early last summer, sown the seed in a cold frame, and obtained by autumn a nice stock which stood the severe winter unharmed, and began flowering in April. Two great minds pursuing the same course, eh? Well, friends, why not turn your even greater minds in the same direction? Now is the time to make inquiries and sow seed, remembering that the cold frame is not absolutely essential, however desirable it may be.

There are types available which come almost, if not quite, true to colour from seed; but some of you will have the idea to sow mixed seed, resolving to increase any of the progeny which displays special merit by pulling off basal partially-rooted slips in autumn—a course which is perfectly feasible and has the sporting interest that so many people love.

It is seasonable just now to suppose an inquiry being made as to the pros and cons of planting Violas between dwarf or below standard Roses planted in beds. The chief "pro" is that the effect is charming for a time, the chief "con" that the bed can't be hoed as freely as some of us like, and that a good deal of watering has therefore to be done. I personally have a pronounced preference for using Violas as a margin rather than a carpeting, for then one has each component of the bed under complete control.

You see we are after successional blooming in our Roses, and we know perfectly well that it does not come as a matter of course. Cultivation has to play its part, especially with those of us who have a light soil not naturally suited to Roses. We shall get second bloom of satisfactory quantity and quality only to the extent that we get vigorous new growth, and while that is comparatively easily obtained on clay, it is difficult on sand. Please don't tell me that as modern dwarf Roses are naturally perpetual in habit of flowering they will give a good second crop in

any circumstances. They won't. They will give it only if there is healthy summer and early autumn growth, because the bloom comes only on fresh wood. For that reason we who grow Roses under difficulties cut the first set of bloom with fairly long stems, and then till and manure so as to stimulate fresh shoots from back-growth buds. Water, especially in the shape of August and September rains, is a great help. Who can forget the wonderful second bloom after the late summer rains of 1935?

I have more than once tried, not without success, I hope, to interest my readers in rock beds. Charming in spring with Aubrietias, Arabis, Saxifrages, perennial Candytufts, etc., not to speak of small bulbs, they are apt to be dull in summer, when those things are over. Remember, however, that all the things named can be clipped back hard in June, and space thereby made for some of the smaller annuals, such as the dwarf types of Phlox Drummondii, Ageratums, Antirrhinums (small types), Gilias, Nemesias, Leptosiphons, Portulacas, Silenes, and Virginian Stocks. The ground left bare after the clipping will probably be hard and dry, so that tillage and watering, supplemented by a little fresh soil, will be needed to give the fresh occupants a start.

As regards the beds, I will not, in the interests of space, repeat what I said last month, but will ask my readers to refer to them, particularly in reference to Begonias, Carnations, Dahlias, and annuals generally, and will then pass on to the greenhouse.

The greenhouse boom goes on, and one visualises, very pleasurably, thousands upon thousands of such popular plants as Cinerarias, Cyclamens, and Primulas coming on in structures, the timbers of which were piled in builders' yards last year at this time. Or perhaps Cyclamens, as August-sown plants, are not yet in being with most of the new greenhouse owners, but will have their turn presently. Primulas would perhaps be sown in April for flowering next winter and spring, and will now be ready for pricking-off 2 ins. to 3 ins. apart in boxes; the same remarks applying to Cinerarias. If, however, an earlier sowing was made, the plants from which were pricked-off a few weeks ago and are now getting crowded, separate small pots of about 3 ins. diameter will be preferable. I hope my readers are up to date with Primulas of the malacoides class and also with Cinerarias of the Star type. There is now quite a large range of colours among the malacoides group, and as they carry their trusses of bloom well above the foliage, and last well, they are highly effective. The Cinerarias and Primulas will be suited by a cold frame, not kept in full sun, for several weeks yet.

## HOLIDAY CENTRES

The accommodation at both holiday centres is fully booked from June 13 to September 12, with the exception of a few beds for a week here and there, and members should inquire from headquarters whether there are any vacancies between these two dates, stating exactly what accommodation is required, before sending their booking.

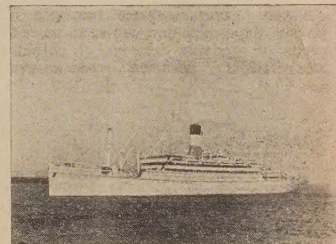
Bookings are being received very rapidly for September, and early application should be made by those members who wish to visit either centre during this month.

### Rhos-on-Sea

The whole of the accommodation at the Association's new holiday centre has already been booked from July 11-August 29, and there is very little accommodation vacant from August 29 to September 12; applications for this and other periods should be made direct to the Manageress at Cefn-y-Mynach Private Hotel, College Avenue, Rhos-on-Sea, N. Wales, as soon as possible to avoid disappointment.

### N.A.L.G.O. Mediterranean Cruise, 1936

The N.A.L.G.O. Cruise this year will be to Tangier, Palma (Mallorca), and Lisbon, sailing from Liverpool on Saturday, July 25, returning on August 7. In deference to the suggestions of many previous passengers for a larger vessel, the T.S.S. Vandyck has been selected for this cruise. She is renowned as a cruising



vessel, and has a tonnage of 13,250 tons. She is really exceptionally steady at sea, and is fitted throughout with most modern equipment. Every cabin has either a port-hole or window, and all are fitted with wardrobes, and there are bedsteads in most rooms. There are spacious public rooms, veranda cafés, six tennis courts, two bathing pools, a sun deck, gymnasium, table-tennis room, and hairdressing saloons, etc. The ship is designed throughout for tropical service, and for those passengers who wish to avoid the inconvenience of climbing stairways an elevator to all decks is provided.

All passengers booked for the N.A.L.G.O. Cruise are assured of a happy holiday, and it is hoped that those members and their friends who anticipate taking a cruise this year will write to the General Secretary, N.A.L.G.O., 24, Abingdon Street, Westminster, S.W.1, and obtain a copy of the "Nalco Mediterranean Cruise Brochure, 1936," before booking any other cruise.

At the time of going to press there are a number of good positioned cabins available, and members wishing to take the cruise are advised to make early application for their berths.



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